

Topics Tentatively Scheduled for Study Session Discussion and

Topics Requested for Action at Future Business Meetings of the Twenty-Ninth Town Council of Highland

This meeting will be convened as an electronic meeting, pursuant to Governor Holcomb's Executive Orders 20-04, 20-09 and 20-25 and now extended by Executive Order 20-41 through 2 October 2020 allowing such meetings, pursuant to IC 5-14-1.5-3.6 for the duration of the emergency.

People may observe and record the meeting for live streaming by joining the meeting on the Zoom platform <https://zoom.us/j/91648988315?pwd=Wkd2cytpSU5WdHZsTUVNRDhzK3U0QT09>

Further, persons wishing to offer comment in the meeting may access the electronic meeting by using the preceding and adding the password for Meeting ID 916 4898 8315, password (code): 936682.

Monday September 21, 2020: Study Session 6:30 p.m. Virtual/Electronic meeting

This meeting contributes to Agenda building for the plenary meeting. Please, also be aware of the running enrolled list of matters that are likely for the plenary meeting, subject to review by the municipal executive.

- X. **Discuss the Standard Operating Procedure proposals being considered by the Town Board of Metropolitan Police Commissioners.** Employment procedure for Certified and non-certified police officers and a discussion of "lateral hiring" styled as bridging of service in the Compensation and Benefits Ordinance. (Documents included)
- X. **Discussion:** Review of policy modification for assignment of laptops and electronic tablets. (Existing policies included)
- X. **FOP Presentation:** Discussion of requests for consideration of the Town Council.
- X. **Discussion:** Discussion of ways and means of a general wage and salary increase for the police department. (Documents provided.)
- X. **Discuss and review:** the preliminary budgets.

II.

• **Plenary Business Meeting of Monday SEPTEMBER 28, 2020 Likely matters**

- X. Accounts payable vouchers Docket for the period of September 15, 2020, to September 28, 2020 in the amount of \$ _____.
- X. Payroll Docket for the payday _____, 2020, 2020 in the amount of \$ _____.
- X. Minutes of the Meeting of Monday September 14, 2020;
- X. Public hearing to consider proposed additional appropriations in the Gaming Revenue Sharing Fund in the amount of \$3,915 and in the Public Safety LIT Fund in the amount of \$15,677 based upon a previously authorized purchase.
- X. Request authorization to publish legal notice of public hearing on proposed additional appropriations for the Gaming Revenue Sharing Fund.

Legislative Appointments

Home Rule Commissions

1. **Community Events Commission:**

(1) appointment to be made by the Town Council. **Term: 4 years.** (*Note: vacancy of which term expires January 2022*)

4.14 Severance Pay Upon Retirement

For new initial appointments to the Metropolitan Police Department, the candidate/officer possessing at least 12 months of experience of certified law enforcement experience will be entitled to transfer that said amount of years of service from their prior employer to be used for their severance pay benefit.

5.01.02 Sickness / Disability Leave Schedule

For new initial appointments to the Metropolitan Police Department, the candidate/officer possessing at least 12 months of experience of certified law enforcement will, after one year of employment, have their years of certified law enforcement experience added to their one year of service at Highland PD to establish their new Length of Continuous Service for use in the Sickness/Disability Leave Schedule.

Lateral Hiring

In regards to Lateral Hiring, candidates that are already members of Indiana PERF (Public Employees Retirement Fund) are eligible for the transfer of their years of service to be used to compute their vacation leave, longevity pay, and sickness/disability leave benefits. Upon approval of the Indiana PERF Board, the candidate's Indiana PERF time will transfer in the Indiana PERF upon their hiring by Highland PD. For those not currently in the Indiana PERF, the candidate will be starting out in the Indiana PERF as a new enrollee with a beginning balance of zero years upon their acceptance by the Indiana PERF Board and hiring by Highland PD.

For all candidates transferring to Highland PD, their transfer years are not recognized for any seniority matters, to include job assignments or shift choices.

Lateral Hiring of Certified Police Officers / Employee Handbook

5.02 Vacation Leave (Lateral Hiring)

For new initial appointments to the Metropolitan Police Department, the candidate/officer possessing at least 12 months of experience of certified law enforcement experience will be entitled to transfer that said amount of years of service from their prior employer to be used for their vacation day benefit with the Town of Highland. Those candidates/officers starting after the first of the calendar year will have their vacation time pro-rated. For example, if an employee with 3 years of certified law enforcement experience is hired in July, the new employee will receive one half (1/2) of the entitled 10 days of vacation for their first year of employment. After the first year of employment, the officer will have their years of prior certified law enforcement experience added to their one year of service with the Town of Highland to establish their total years of service to determine their due vacation time in regards to the town's current vacation benefit program described in 5.02.02.

4.04 Longevity Pay

For new initial appointments to the Metropolitan Police Department, the candidate/officer possessing at least 12 months of experience of certified law enforcement experience will, after one year of employment, have their years of certified law enforcement experience added to their one year of service at Highland PD to establish their new longevity rate.

4.12 Service Awards

For new initial appointments to the Metropolitan Police Department, the candidate/officer possessing at least 12 months of experience of certified law enforcement experience will be entitled to transfer that said amount of years of service from their prior employer to be used for their service time in regards to their service award benefit with the Town of Highland.

Exceptions from the Compensation and Benefits Ordinance:

§ 3.20 Bridging of Service

§ 3.20.01 All service of previous town employment, will be bridged as continuous service after completing five (5) consecutive years of service for longevity and vacation purposes only.

NEW proposal

§ 3.20.01 All service of previous ~~town~~ **municipal, county or state employment of one or more years**, will be treated **bridged** as continuous service after completing ~~five (5)~~ **one full consecutive year** of service **with the town of Highland** for all purposes **where length of service affects a group employment benefit, with the exception of INPRS pensions and seniority.**

§ 3.20.02 For Police Department Pension purposes actual time of service will be the factor in gaining full pension rights on retirement.

§ 3.20.03 For elected Town Officials all previous and **future** Town employment or elected service will be bridged as continuous service immediately. This provision shall be construed pursuant to the provisions of IC 36-5-3-2.

Why is this important?

§ 4.04 Longevity Pay

All regular full-time employees from all departments who have completed a specified consecutive number of years of service and who have not taken the elective waiver for this benefit will be paid a longevity benefit. Longevity pay will be combined with the regular hourly or bi-weekly rate of pay to create a composite rate of pay. This composite rate of pay will begin and increase, as scheduled beginning with the payroll period in which the associated pay date will be the first full pay period following the employee's service anniversary date. The composite rate shall be the base rate for the purposes of calculating any overtime premium where such premium applies. For the purposes of establishing the value of the longevity benefit for the purposes of IC 36-8 et seq., the annual longevity benefit will be unchanged. Effective from 2016, the annual longevity benefit will be \$2,059.20 or 2.080 times the hourly longevity rate for 20 years. The composite rate for longevity shall be applied according to the following schedule:

Years of Service Completed	Current Hourly	Bi-weekly
1	\$ 0.07	\$ 5.60
2	\$ 0.12	\$ 9.60
3	\$ 0.17	\$ 13.60
4	\$ 0.22	\$ 17.60
5	\$ 0.27	\$ 21.60
6	\$ 0.32	\$ 25.60
7	\$ 0.37	\$ 29.60
8	\$ 0.42	\$ 33.60
9	\$ 0.47	\$ 37.60
10	\$ 0.52	\$ 41.60
11	\$ 0.57	\$ 45.60
12	\$ 0.62	\$ 49.60
Years of Service Completed	Current Hourly	Bi-weekly

13	\$ 0.67	\$ 53.60
14	\$ 0.72	\$ 57.60
15	\$ 0.77	\$ 61.60
16	\$ 0.82	\$ 65.60
17	\$ 0.87	\$ 69.60
18	\$ 0.92	\$ 73.60
19	\$ 0.97	\$ 77.60
20	\$ 0.99	\$ 79.20
21	\$ 1.07	\$ 85.60
22	\$ 1.12	\$ 89.60
23	\$ 1.16	\$ 92.80
24	\$ 1.18	\$ 94.40
25	\$ 1.20	\$ 96.00
26	\$ 1.22	\$ 97.60
27	\$ 1.24	\$ 99.20
28	\$ 1.26	\$ 100.80
29	\$ 1.28	\$ 102.40
30	\$ 1.30	\$ 104.00

Elected Officials who have completed a specified number of years of service, and who have not taken the elective waiver for this benefit will be paid a longevity benefit according to the following schedule:

Completion of 4 consecutive years	\$ 10 per month
Completion of 7 consecutive years	\$ 30 per month
Completion of 10 consecutive years	\$ 40 per month
Completion of 13 consecutive years	\$ 50 per month
Completion of 16 consecutive years	\$ 60 per month
Completion of 18 consecutive years	\$ 70 per month
Completion of 20 consecutive years	\$ 85 per month
Completion of 22 consecutive years	\$100 per month

§ 4.12 Service Awards

Service awards will be made to regular full-time employees, regular part-time employees (scheduled to work 15 hours or more per week), Fire Department employees and Volunteers in Police Service (VIPS) for the completion of each five (5) years of service to the Town. The annual recognition to the recipients will be at a time each year determined by the Town Council or at time of separation.

5 years of service	\$ 20.00
10 years of service	\$ 40.00
15 years of service	\$ 50.00
20 years of service	\$ 60.00
25 years of service	\$ 70.00
30 years of service	\$ 80.00
35 years of service	\$ 90.00
40 years of service	\$ 100.00
45 years of service	\$ 110.00
50 years of service	\$ 120.00

§ 4.14 Severance Pay Upon Retirement

§ 4.14.01 All regular full-time employees hired before January 1, 1998 who have completed at least ten (10) years of full-time continuous employment and who have attained 62 years of age, shall be entitled to receive severance pay based upon their last straight time pay period, exclusive of reductions due to disability compensation, upon retirement as follows:

YEARS OF SERVICE	AMOUNT OF SEVERANCE PAY
10 years	Two (2) weeks
15 years	Three (3) weeks

§ 4.14.02 All regular full-time employees regardless of date of hire who have completed at least ten (10) years of full-time continuous employment shall be entitled to receive severance pay based upon their last straight time pay period, exclusive of reductions due to disability compensation, upon retirement as follows:

YEARS OF SERVICE	AMOUNT OF SEVERANCE PAY
20 years	four (4) weeks

§ 4.14.03 Each regular full-time employee who is entitled to receive severance pay pursuant to this section must have completed the requisite period of time employed full-time by the Town and cannot apply his or her weeks of severance pay or compensatory time towards that requisite period of time employed by the Town. For example, a full-time employee of the Town of Highland is not entitled to severance pay if in fact said employee completes nine (9) years and fifty (50) weeks of service and the attempts to apply his two (2) weeks of severance pay towards the ten (10) year requisite period of time making that employee eligible for said severance pay. In order to so qualify and be entitled to the two (2) weeks severance pay, said employee must have completed ten (10) actual years of employment with the Town. The only exceptions to this general rule are the police officers covered by the 1925 pension plan. These details are outlined in Ordinance 8760Z passed and adopted May 5, 1985.

§ 4.14.04 A retired employee will be paid for vacation time earned and not taken and will be paid for holiday days if they fall in the period of the vacation and sick time period. Police Radio Operators and Sworn Personnel should abide by Police Department Regulations. Compensatory time cannot be used to extend termination date and/or benefits. All employment based on compensation of a specific period to draw a service pension will be

adhered to without consideration of compensatory time as an element of service time toward the service pension. The clothing allowance for each quarter is allowed if the quarter payment falls in the vacation and personal pay period.

§ 5.01 Sick/Disability Leave

§ 5.01.01 Purpose

The Town provides a generous Disability and Worker's Compensation Benefit to provide wage continuation for those employees who may become injured or ill because the health and well-being of our employees is important to us. Since we endeavor to hire the finest possible employees, we believe it is in the best interests of both the employee and the Town to protect the health of all personnel. The purpose of Sick/Disability Leave is to provide salary continuation for salaried and hourly full-time employees who are unable to work because of disability as a result of injury or illness. This benefit shall be in force after three (3) consecutive sick days and after the employee has obtained a doctor's or attending physician's report. Council approval expressed by the written signature of Town Council President is mandatory for payments to be made. The first three (3) days of sick/Disability, before Sick/Disability Leave begins, are charged to accrued personal leave, vacation leave or compensatory time. The first three days are unpaid if accrued leave is not available. Sick/Disability Leave is supplemental to the disability benefit provided by workers compensation insurance for a job-related injury or sickness. Workers compensation insurance payments will be supplemented to bring them to the level of pay at time of disability for a maximum period described in Section 6.02.

§ 5.01.02 Sick/Disability Leave Schedule

(A) Notice is given that employees hired January 1, 2009 and thereafter may be provided a uniform disability benefit without regard to longevity of employment to be prescribed by a subsequent amendment to this Handbook.

(B) Regular full-time employees hired prior to January 1, 2009 unable to work because of disability may be paid for each separate illness as defined herein up to the maximum of the following:

Length of Continuous Service	Weeks at 100% of Full Pay	Weeks at 60% of Full Pay	Weeks of Protection
1 year but less than 5 yrs.	4	8	12
5 years but less than 10 yrs.	8	8	16
10 years but less than 15 yrs	10	10	20
15 years but less than 20 yrs.	13	13	26
20 years but less than 25 yrs	16	16	32
25 years and over	20	20	40

(C) Length of continuous service as used in the foregoing schedule refers to the total length of service the employee has completed, dating from his last date of hire to the beginning of each absence.

(D) Rate of Pay

- (1) Full pay is considered to be the greater of the base salary that the employee received at the start of absence; or the average of the total earnings, excluding overtime and annual bonuses, computed over the calendar year quarter immediately preceding the absence.
- (2) Any scheduled increases, such as general increases or merit increases or any general decreases will be applied to the salary of an employee upon return from sick leave.

(E) Number of Illness Covered

The entire sickness disability allowance may be granted for each separate illness. Two periods of absence are considered separate illnesses if the employee has worked for at least 26 weeks in the interim. Two or more periods of absence each lasting a week or longer which are not separated by 26 weeks of active employment are considered to be the same illness unless, in the written opinion of a licensed doctor, they are due to clearly different causes.

(F) Types of Illness Covered

Sick leave will be granted for any disability, including child birth, that prevents the employee from performing his/her regular job. This includes mental illness and operations performed at the election of the employee as well as disease and accidents.

(G) Evaluation and Review Procedures

- (1) After the initial two-week sick leave, the attending physician will report on forms provided by the Town (a "Disability Update Certificate") on the condition of the patient each 30 days during the remainder of illness or sick leave time. Department Managers may have the report of the employee and/or the employee evaluated at their discretion by a physician selected by the Town independent of the attending physician at Town expense who will verify the illness and certify the continuance of the disability or recommend a return to work. If the employee is a department head, the president of the relevant board of jurisdiction will have the report of the department head evaluated at their discretion by a physician independent of the attending physician who will verify the illness and certify the continuance of the disability or recommend a return to work. If an employee refuses the verification process, sick leave benefits will terminate upon formal notification.

- (2) In addition to the "Disability Update Certificate", the employee will have his/her physician complete an Abridged (Light) Duty Form indicating the employee's ability or inability to work in an abridged duty capacity.

(H) Notification of Sick Leave

Where possible, consultation with the Department Manager and Town Council President must precede placement of employee on Sick Leave. Notification of sick leave commencement and expected duration should be made in writing by the employee to the Town Council President and the Department Manager. It is the responsibility of the Department Manager to inform an employee placed on Sick Leave of the appropriate benefits from the Sick Leave Schedule.

(I) Abuse of the Sickness/Disability Leave Benefit

Although we know the majority of employees will use these benefits for the purpose intended, we also know that possibility of abuse exists. In order to protect these benefits for

all personnel, incidents of abuse will result in disciplinary action, which may include the loss of pay to termination of employment.

- (1) Employees are to use their time on disability to heal. An employee granted sickness/disability leave is expected to avoid activities that might delay their convalescence or cause further injuries. If you are unable to work due to illness or injury under normal circumstances you will not be authorized to travel for long distances or perform job functions at home or another place of employment. While extenuating circumstances are possible, we expect employees to use common sense and seek prior approval from their Department Managers before traveling or performing any task that might be construed as inappropriate.
- (2) When abuse of the benefit is suspected, the Department Manager may authorize an investigation and/or surveillance to determine compliance with this section. The Department Manager may consider reports of a physician selected by the Town independent of the attending physician and other evidence in determining whether there is just cause for disciplinary action.

§ 5.02 Vacation Leave

We believe that you should have a time of rest and relaxation each year. Vacation with pay (straight time base rate and any longevity) is one of the ways we show our appreciation for your length of service and productive efforts. Regular full time employees receive vacation leave at rates from 10 days to 25 days per year based upon the number of years of service.

Vacation leave is accrued each year and available to employees in the following year. Accumulated vacation leave is paid to employees upon separation of employment. Vacation days must be approved by your supervisor in advance of your vacation.

§ 5.02.01 A full-time employee becomes eligible for vacation after completing one (1) year of employment. The vacation year is the calendar year. Beginning with January 1 of the calendar year following the year in which you reach your one-year anniversary, you will be eligible for ten (10) days of vacation. Your vacation allotment during the calendar year you have your one (1) year anniversary will be in accordance with the following schedule:

Month of Hire	Entitled To
January	10 Days Vacation
February	10 Days Vacation
March	9 Days Vacation
April	8 Days Vacation
May	7 Days Vacation
June	6 Days Vacation
July	5 Days Vacation
August	4 Days Vacation
September	3 Days Vacation
October	2 Days Vacation
November	1 Day Vacation
December	0 Days Vacation

§ 5.02.02 All full-time employees beginning with January 1 in the calendar year in which you celebrate five (5) years of continuous service you will receive fifteen (15) days vacation. Beginning with January 1 in the calendar year in which you celebrate ten (10) years of continuous service you will receive twenty (20) days vacation. Beginning with January 1 in the calendar year in which you celebrate twenty (20) years of continuous service you will receive twenty-five (25) days vacation.

§ 5.02.03 Full-time employees may elect to carry over up to one week of vacation into the following year. The vacation must be taken by December 31st of the year into which it is carried over.

Subject:	Procedure of Employment for Certified and Non-Certified Probationary Police Officers
Number:	1.1
Date Issued:	9-10-2020

A. PURPOSE

The purpose of this policy is to guide management decisions relative to proper assessment throughout the hiring process, and to establish the various protocols, guidelines, and standards used for selecting police officers for employment with the Highland Police Department.

B. POLICY

It is the policy of the Highland Police Department to provide equal employment opportunities to all qualified employees and applicants for employment without regard to race, religion, color, sex, age, mental or physical disability unrelated to ability, national origin, marital status, or any other projected status consistent with applicable law. Our intent is to recruit and retain qualified employees through objective measures and qualifications, education, training, and performance. The Highland Police Department not only respects diversity, it actively pursues a diverse police workforce through the recruitment and selection process. We place an emphasis on service to the community and actively seek police candidates who place community service as a priority in their personal approach to policing.

When the need arises as determined by the Board of Metropolitan Police Commissioners (hereinafter referred to as the Board) to select and hire Probationary Patrol Officers for the Highland Police Department, the following employment procedure applies:

C. PROCEDURE

1. The employment procedure may consist of the following :
 - a. Establish a regular eligibility list.
 - b. Establish an emergency hire / lateral transfer list; or
 - c. Establish both a regular eligibility list AND an emergency hire / lateral transfer list.
2. Notice shall advise the public that any person meeting the qualifications as determined by the local PERF Board, State Public Employees Retirement Fund (PERF) Board, State Statutes, the Metropolitan Board of Police Commissioners and approved by the Town Council may obtain, complete, and return by a specified date a "short form" application. The notice will indicate that both Certified and Non-certified (Emergency / Lateral transfer Hires) applicants must complete this "short form" application.

3. Certified Candidates:

A current Police PERF member or individual certified by the Indiana Law Enforcement Academy (ILEA) or Law Enforcement Certification recognized by ILEA and the Highland Police Department may at the discretion of the Police Commission, waive both the agility and the written portion of the testing process. A separate applicant list will be established for further consideration, individually of the non-certified applicant list.

4. The Board may establish an application fee, payable by a non-certified applicant at the time of submission of the "short form" application. This fee may be waived or reduced if it is determined that the applicant is fully or partially indigent. This fee shall be used towards covering the costs of the hiring process. There is no fee for certified applicants as these individuals do not partake in the entire hiring process (i.e. certified applicants are not required to participate in the agility and written testing).
5. Once the "short form" application is pre-screened and deemed acceptable, to include the return of the Agility testing Physicians Referral Form and the Informed Consent, the applicant will be notified of information pertaining to the testing process, including the time, date, and location of the available appointments.

D. RECRUITMENT

The recruitment and selection process is the first and most important step an organization takes in acquiring and retaining career employees. While the immediate goal of the hiring process might be to fill current or imminent vacancies, the department is looking toward the sustainment of a stable and professional workforce. The following resources / organizations are utilized by the Highland Police Department as a means of successfully recruiting a diverse pool of applicants:

- a. Local elected officials
- b. local and Inner-city religious leaders whom share our borders
- c. Military facilities (local National Guard bases, VFW Posts, American Legion Posts)
- d. Local and multi-state public assistance agencies (Department of Welfare, Department of unemployment, Department of Workforce Development offices)
- e. College campus' (Purdue Northwest, Indiana University Northwest, Calumet College, Ivy Tech)
- f. Notice SHALL be published in AT LEAST one local newspaper (NWI Times, Gary Post Tribune) and MAY also be published in one major metropolitan based Indianapolis or Chicagoland newspaper.

- g. Community news sources (i.e. Gazebo Express)
- h. Indiana Law Enforcement Academy websites
- i. If available, Billboard along major thoroughfare's in the Town of Highland
- j. If available, Posters at public facilities
- k. Law Enforcement electronic communication sources (i.e. SPILLMAN Email, Critical Reach)

E. PROCEDURES FOR EMERGENCY HIRING / LATERAL TRANSFER APPLICANTS

1. The Highland Police Department Chief of Police and his / her designee are responsible for:
 - a. Reviewing employment applications and ensuring that emergency hire / lateral transfer applicants meet the minimum qualifications for the position of police officer with the Highland Police Department. The Emergency Hire/Lateral transfer applicant should already be in Indiana PERF or Law Enforcement academy recognized by ILEA. Because application screening is considered to be a critical component in the recruiting program and because timeliness is critical for hiring purposes, emergency hire / lateral transfer applicants will be pre-screened by a minimum of two (2) Administrators, and at least one (1) Board member, and at least one (1) FTO. Those selected to proceed will then be reviewed before the full Board for further consideration. At that time, these applicants will be contacted to come back for a long form application / interview. Emergency hire / lateral transfer applicants must successfully complete all facets of the application process for further consideration.
 - b. Establishing and maintaining an eligibility list for the position of police officer that is certified by the Board.

F. CLERICAL RESPONSIBILITIES FOR ALL APPLYING CANDIDATES

1. The Chief of Police's Administrative Assistant or a designee of the Chief of Police is responsible for:
 - a. Maintaining a tracking system that documents each application selected for processing, throughout the selection process. This system shall identify the stages each applicant successfully completes or fails in the selection process. Those applicants that have been removed from the selection process are to be identified and, documented reasons for their removal are to be kept in the applicants file.

- b. Ensuring that a file is created on each applicant processed and that the completed application and supporting documents are maintained in a secure and orderly fashion.

G. BASIC REQUIREMENTS / QUALIFICATIONS FOR EMPLOYMENT

1. The Highland Police Department minimum standards for police officer certification requires that a candidate must:
 - a. Be at least 20 years of age in order to complete a short form application.
 - b. Be at least 21 years of age, but not over 35 by years of age, upon hiring date per Indiana State PERF standards.
 - c. Be a United States Citizen
 - d. Be a high school graduate or have a G.E.D. equivalency.
 - e. Be of good reputation and character.
 - f. Be able to pass an agility test (Indiana Law Enforcement Academy requirements), written test, polygraph, background investigation, medical examination, and psychological examination.
 - g. Have a valid driver's license.
 - h. Meet residency requirements within six months of employment.
2. Not have been convicted of any felony. Any person who pleads guilty or is found guilty of a felony shall not be eligible for employment or appointment as a police officer, regardless of whether they received a suspension of sentence or withholding of adjudication.
 - a. In addition, any person who pleads guilty to, or is found guilty of a felony involving any bias-motivated crime including harassment or intimidation of a person or group because of that person's or group's actual or perceived race, color, ancestry, national origin, religion, creed, age, gender variance, or identity, sexual orientation, or physical or mental disability, shall not be eligible for employment as a police officer, regardless of whether they received a suspension of sentence or withholding of adjudication.
 - b. If the offense(s) outlined above was committed as a juvenile and involved a crime that would be considered a Felony if it were to have been committed by an adult, the circumstances shall be reviewed on a case-by-case basis by the Chief of Police or his / her designee.
3. Have never received a dishonorable discharge from any branch of the Armed Forces of the United States. The Chief of Police or designee shall, on a case-by-case basis, review uncharacterized discharges (i.e. General Discharge under Honorable Conditions).

4. Be of good moral character. Upon review by the Chief of Police or designee, cause for disqualification may include various moral character issues , depending upon the type(s) of issues, evaluation of circumstances, frequency, and the age of the applicant at the time of the incident(s).
5. Upon completion and return of the "short form" application, the applicant must also turn in documentation that they have clearance from a physician/nurse practioner that they are physically able to participate in the agility testing phase.
6. Failure by a candidate to pass any component of Indiana Law Enforcement Academy (ILEA) testing requirements may be grounds for immediate removal from the hiring process.

H. MORAL CHARACTER

The Highland Police Department is responsible for conducting a thorough background investigation in an attempt to determine the moral character of an applicant. The Police Department standards for evaluating a candidate's moral character shall include, but not be limited to, the candidate's use of controlled substances and arrest history.

1. Drug Policy

The unlawful use of any controlled substances, as designated by Indiana State Statutes and United States Code, by an applicant shall be reviewed by police management to determine if the applicant is considered to be of good moral character. This determination shall be made based on all relevant facts, including the type of controlled substance used, the date of the last use, the frequency of use, and the age of the applicant at the time of the use. After a management review of all relevant facts, a determination will be made on whether or not an applicant will be allowed to continue through the hiring process.

2. Arrest History

- (a) Must not have been convicted of, or plead guilty to any felony offense.
- (b) Must not be under criminal investigation or have criminal charges pending.

3. Driving History

The present driving history standards of the Highland Police Department prevent an applicant from being considered for employment if any of the following are indicated:

- a. Suspension of driver's license within the past 36 months shall be reviewed on a case-by-case basis.
- b. Must not have any outstanding traffic warrants.
- c. Must not have a case pending for DUI.
- d. Must not have any significant negative driving history, which shall be determined by management review of all relevant facts.

4. Tattoo Policy

The tattoo standards of the Highland Police Department prevent an applicant from being considered for employment if any of the following are indicated:

- a. Are of a nature to bring discredit upon the Highland Police Department. Examples include, but are not limited to, drug-related, gang related, extremist, obscene, indecent, sexist, or racist.
- b. Depict intolerance or discrimination against any race, religion, gender, national origin, sexual orientation, or gender identification.
- c. Any other tattoo, branding, or scarification will be evaluated on a case by case basis.
- d. Note: As per the current policy of the Highland Police Department, the covering of all tattoos is required when on-duty and when working a department sanctioned part time job.

5. Vision Requirements(Based on Indiana State PERF requirements)

- a. Any case of colorblindness or permanent abnormality of either eye will be reviewed by management and all resulting relevant facts will be used to determine a candidate's eligibility to proceed through the hiring process.
- b. Applicants must have at least 20/100 vision in each eye without correction (glasses or contacts) and must have 20/30 vision in each eye with correction.

I. NON CERTIFIED CANDIDATE SELECTION PROCESS

1. Agility Test

- a. Once the "short form" application and medical waiver have been correctly filled out and approved, The Highland Police Department and its employees will administer the agility test at a location of the Highland Chief of Police or his / her designee's choosing. The Agility Test will also be monitored by a member of Ministry chosen by the Chief of Police.

- b. The agility test will be based on the Indiana Law Enforcement Training Board and Indiana Law Enforcement Academy EXIT standards, NOT entrance standards. These standards can be viewed via a link on the Town of Highland Police Department website which shows the agility requirements and demonstrations of the tests involved.
- c. Note that during these portions (Agility Test and Written Test) of the testing procedure, candidates will not only be judged on the specific test results, they will also be judged on appearance, demeanor, content of answers, and overall impression.
- d. Failure of the agility entrance exam will result in immediate dismissal from the hiring process.
- e. Upon successful completion of the agility portion of the testing process, the candidate will be allowed to proceed to the next step, which is the written test.

2. Written Test

- a. On the date of, and just prior to taking the written test, the Chief of Police or his / her designee will provide information to the applicants of the following:
 - 1. Starting salary and expected salary schedule, including fringe benefits
 - 2. PERF Rules and Regulations, as set forth by State Statute
 - 3. Basic requirements of the medical, psychological and polygraph examinations
 - 4. Indiana Law Enforcement Training Board Certification
 - 5. Basic provisions of the Department Rules and Regulations
 - 6. All appointments to the Police Department shall be of probationary status for a period of one year.
- b. All non-certified candidates are required to take the written test. These candidates must submit a passing test score.
- c. The Chief of Police or his representative, will order materials for the written tests, as selected by the Board. These tests shall be administered by the Chief of Police and / or his or her designee and upon completion, all tests will be sent back to the selected testing company for grading.
- d. Non-Certified candidates are all required to take the test at a designated location to be determined by the Highland Chief of Police or by his / her

designee. The written test will be monitored by a member of Ministry chosen by the Chief of Police.

- e. The written portion of the test covers topics such as reading comprehension and written expression, inductive and deductive reasoning, information ordering, and visualization. A study guide will be made available to all candidates prior to the test date.
- f. The written test is merely a procedure to fairly select from the pool of non-certified applicants a given number of applicants who have already successfully passed the fitness examination for further processing.
- g. After successful completion of the Agility and Written examinations, the number of non-certified applicants selected for further processing and evaluation will be determined by either a cut-off test score, or by selecting a given number of the top test scores. Either method of cut-off system will be determined by the Board, based upon the needs of the Police Department.

3. Long Form Application Process

- a. After a non-certified candidate has successfully passed the written and agility testing phases and has been screened and cleared for advancement in the hiring process, they will be issued a more detailed "long form" application which will be provided to them by the Highland Police Department.
- b. This completed application will be prescreened by designated Support Services personnel and / or the Administrative Assistant or designee to verify that the applications are complete and correct, and to determine if there is disqualifying information contained in the application.
- c. Incomplete applications will be removed from the process and sent notice by the Chief of Police's Administrative Assistant or designee, listing the reason(s) for rejection. Once notice has been sent, applications rejected as incomplete may be resubmitted as long as the position announcement remains open, under the following conditions:
 - 1. After the first rejection, complete applications may be resubmitted by a certain date that is designated by the Chief of Police.
 - 2. A second rejection for incompleteness MAY result in a candidate's elimination from the hiring process.

- d. If at any time it is determined that an applicant, probationary officer, or member of the Highland Police Department falsified or omitted information from his / her application that would have been an integral part of the background investigation, that person may be dismissed upon the recommendation of the Chief of Police to the Board.

4. Oral Interview

- a. The Board will develop a list of questions for the candidates however a candidates response may solicit further questions to clarify or expound upon a subject matter.
- b. The oral interview is a formally structured process. The candidate appears before an interview panel consisting of the Chief of Police, two (2) Administrators, the Board, and an FTO. Candidates will be evaluated in several categories or dimensions that may include but not be limited to the following:
 - (1). Command presence
 - (2). Integrity
 - (3). Initiative / Interest
 - (4). Communicative ability
 - (5). Tolerance for stress
 - (6). Judgement / Decisiveness
- c. Candidates who fail the oral interview will be removed from future consideration.
- d. Candidates who notify the department in advance or after missing their appointment for an oral board and present a valid explanation may have their oral board rescheduled.
 - (1) Candidates who do not show up for an oral interview that has been rescheduled and do not notify the department in advance, will be removed from future consideration.
- e. Candidates who do not show up for an oral board without notice will be eliminated from the hiring process.

J. BACKGROUND INVESTIGATION

- a. It is a requirement that a background investigation be conducted on each candidate applying for employment as a sworn police officer. This part of the process will commence once a candidate has successfully passed the oral interview and is being considered for employment.

- b. The Highland Criminal Investigations Division will conduct these investigations to ensure candidates meet State of Indiana, Town of Highland and, Highland Police Department qualifications for employment or appointment.
- c. The focus of the investigation will include, but not be limited to verification of the following:
 - (1) Education and training information submitted on candidate applications, questionnaires, and forms associated with the hiring process.
 - (2) Previous employment, work history, and military record.
 - (3) Driving History.
 - (4) Arrest and conviction record.
 - (5) Past or present drug use.
 - (6) Credit
 - (7) Personal, neighbor, and business references.
 - (8) Access to social media accounts.
- d. Discrepancies found during the background investigation process may be grounds for disqualification from the police officer selection process.

K. POLYGRAPH EXAMINATION

Once a candidate has successfully passed all testing and interviews up to this point, the final steps prior to hiring will take place. The Highland Police Department requires the use of a polygraph examination as part of the background investigation of a candidate. The polygraph examination shall be viewed as a tool to assist management in proper risk assessment during the selection process and all costs related to its application on candidates are covered fully by the Town of Highland. Should deception be indicated as a result of an initial polygraph, the number of specific polygraphs and the use of the results will be determined by the Chief of Police or his / her designee.

L. PSYCHOLOGICAL EXAMINATION

- a. Pursuant to applicable Indiana State Statutes, Psychological examinations are a precondition to employment. No applicant will be hired as a patrol officer who has not successfully passed this prescribed examination. The Psychological examination shall be administered through such institutions as the Pension Board may, from time to time, designate and must also be in compliance with PERF regulations.
- b. Psychological exams are conducted using an outside agency and all costs are covered by the Town of Highland. All candidates are evaluated using written and / or oral (interview) methods.

- c. The examinations administered during the psychological examination include, but are not limited to, the "Minnesota Multiphase Personality Inventory-2 (MMPI-2).
- d. At the conclusion of testing, the applicants are rated after review of the comprehensive test results, interview observations, and background material. The purpose of the evaluation is to determine suitability and identify risk factors for a critical occupation and not simply to diagnose psychological deficiencies. Applicants are compared not only to general population norms but also to law enforcement specific norms.
- e. A failure in this phase of the testing process does not necessarily prevent a candidate from reapplying with the Highland Police Department in the future depending on however, the conclusions reached by the psychologist and all the factors involved.

M. MEDICAL EXAMINATION

- a. Pursuant to applicable Indiana State Statutes, medical examinations are a precondition to employment. No applicant will be hired as a patrol officer who has not successfully passed this prescribed examination. The medical examination shall be administered through such institutions as the Pension Board may, from time to time, designate and must also be in compliance with PERF regulations.
- b. The Town of Highland employs an approved medical contract vendor to conduct pre-employment medical examinations. Based on the results of the medical examination, the candidate will be deemed cleared to proceed with the hiring process or eliminated from consideration for employment.
- c. The Town of Highland shall assume half the cost of the medical examination.
- d. Upon completion of the medical examination, the examining physician will complete the necessary paperwork and forms for submission as proof of the candidates passing / failing the required examination.
- e. Both certified AND non-certified candidates must also be approved by the local Pension Board and PERF prior to hiring.

N. MILITARY CREDIT

The Highland Police Department will abide by Indiana Code 5-9-3-2, which states:

"Political subdivisions of the State of Indiana shall allow preference points to eligible armed forces veterans who are being examined for full time employment. Preference points awarded to such veterans on each such examination shall be ten percent (10%) of the total number of points which may be obtained thereon.

To be eligible to receive preference points under this chapter, a person must have: (a) served on active duty in the armed forces of the United States for at least one hundred eighty-one (181) days, and; (b) received an honorable discharge.

If seeking Military credit, DD214 Forms MUST be provided by the applicant AT THE TIME the "short form" application is turned in.

The provisions of the chapter are in lieu of any policy of a political subdivision allowing employment preference for veterans in effect before July 1, 1975."

O. CERTIFIED CANDIDATE SELECTION PROCESS

1. All candidates applying for an emergency or lateral transfer hiring will be subject to the following procedures.
 - a. A "short form" application will be submitted during the announced time frame by each candidate.
 - b. A pre-interview of each applicant will take place and be administered by at least two (2) Administrators, one Board member, and one FTO.
 - c. Once a Certified applicant completes the pre-interview and they are selected to continue through the hiring process, he / she will be issued a "long form" application that is to be completed and turned in during a specified time frame. The same rules apply for turning the application in as those that apply for non-certified applicants.
 - d. Once the "long form" application is reviewed, the candidate will be interviewed a second time by at least two (2) police administrators, the Board, and one FTO.
 - e. Upon successful participation in the second interview and the candidate is clear to proceed through the process, a polygraph examination will be conducted.
 - f. Medical and psychological examinations will be administered to each candidate who passes the polygraph examination.
 - g. The final step in the process will be local Pension Board, PERF and Highland Town Council approval.

LAW ENFORCEMENT CERTIFICATION AND EXPERIENCE
CERTIFIED/LATERAL HIRES:

A candidate with law enforcement certification recognized by the Indiana Law Enforcement Training Board and at least twelve (12) months of full time experience equivalent to a forty (40) hour work week and up to thirty six (36) months of experience, is eligible for appointment to Police Officer Class 4. If the candidate has completed a POST-certified law enforcement basic training course in another state and if they qualify for a partial waiver of Indiana's basic training requirement, the candidate must complete the required training and testing within one year from their date of hire. An experienced candidate must remain at Class 4 during the entire Field Training process and a minimum of an additional ninety (90) days solo duty, after which time the officer will be evaluated for performance by his or her Shift Supervisor, Division Commander, and Chief of Police. The officer must meet a minimally acceptable level on a performance evaluation. The Chief will then make a recommendation to the Police Commission as to whether the Officer should be promoted to Police Officer Class 3. The Officer must remain at Class 3 for a minimum of twelve (12) months before being considered for promotion to Police Officer Class 2, unless otherwise authorized by the Metropolitan Board of Police Commissioners.

A candidate with law enforcement certification recognized by the Indiana Law Enforcement Training Board and at least sixty one (61) months of full time experience equivalent to a forty (40) hour work week, is eligible for appointment to Police Officer Class 2. If the candidate has completed a POST-certified law enforcement basic training course in another state and if they qualify for a partial waiver of Indiana's basic training requirement, the candidate must complete the required training and testing within one year from their date of hire. An experienced candidate must remain at Class 2 during the entire Field Training process and a minimum of an additional ninety (90) days solo duty, after which time the officer will be evaluated for performance by his or her Shift Supervisor, Division Commander, and Chief of Police. The officer must meet a minimally acceptable level on a performance evaluation. The Chief will then make a recommendation to the Police Commission as to whether the Officer should be promoted to Police Officer Class 1.

All new hires of the Highland Metropolitan Police Department will also be considered "Probationary Officers" for one year as set forth in the Highland Police Department's Standard Operating Procedures Manual.

P. NON-CERTIFIED CANDIDATE HIRE

1. All candidates applying for hiring will be subject to the following procedures.
 - a. A "short form" application will be submitted during the announced time frame by each candidate.
 - b. Once a non-certified applicant completes the pre-interview and they are selected to continue through the hiring process he/she will be issued a "long form" application that is to be completed and turned in during a specified time frame. The same rules apply for turning the application in as those that apply for certified applicants.
 - c. Once the "long form" application is reviewed, the candidate will be interviewed a second time by at least two (2) Police Administrators, the Board and one FTO.
 - d. Upon successful participation in the second interview and the candidate is clear to proceed through the process, a polygraph examination will be conducted.
 - e. Medical and psychological examinations will be administered to each candidate who passes the polygraph examination.
 - f. The final step in the process will be local Pension Board and PERF and the Town Council approval.

LAW ENFORCEMENT CERTIFICATION- NON CERTIFIED HIRES

A candidate with no law enforcement certification is eligible for appointment to Police Officer Class 4. He or she must remain at this class for a minimum of twelve (12) months before permanent appointment may be given and before consideration is given for promotion to Police Officer Class 3. If promoted to Class 3, the officer must remain at Class 3 for a minimum of twelve (12) months before consideration is given for promotion to Police Officer Class 2. If promoted to Class 2, the officer must remain at Class 2 for a minimum of twelve (12) months before consideration is given for promotion to Police Officer Class 1.

A candidate with law enforcement certification recognized by the Indiana Law Enforcement Training Board at the time of hire, but with less than twelve (12) months experience excluding time spent at academy training, is eligible for appointment to Police Officer Class 4. He or she

must remain at this class for a minimum of twelve (12) months before permanent appointment may be given and before consideration is given for promotion to Police Officer Class 3. If promoted to Class 3, the officer must remain at Class 3 for a minimum of twelve (12) months before consideration is given for promotion to Police Officer Class 2. If promoted to Class 2, the officer must remain at Class 2 for a minimum of twelve (12) months before consideration is given for promotion to Police Officer Class 1.

A candidate with law enforcement certification recognized by the Indiana Law Enforcement Training Board and at least twelve (12) months of full time police experience equivalent to a forty (40) hour work week, excluding time spent at academy training, is eligible for appointment to Police Officer Class 3. An experienced candidate must remain at Class 3 during the entire Field Training process and a minimum of an additional ninety (90) days solo duty, after which time the officer will be evaluated for performance by his or her Shift Supervisor, Division Commander, and Chief of Police. The officer must meet a minimally acceptable level of four (4) on a performance evaluation. The Chief will then make a recommendation to the Police Commission as to whether the officer should be promoted to Police Officer Class 2. The officer must remain at Class 2 for a minimum of twelve (12) months before being considered for promotion to Police Officer Class 1, unless otherwise authorized by the Metropolitan Board of Police Commissioners.

All new hires of the Highland Metropolitan Police Department will also be considered "Probationary Officers" for one year as set forth in the Highland Police Department's Standard Operating Procedures Manual.

P. SELECTION / ELIMINATION OF APPLICANT

- a. Review of the applicants' qualifications and related documents will be made and a decision to either hire or eliminate the applicant from the process shall be made by the Board. An additional interview with the applicant may be necessary should any questions or concerns need to be addressed. Should the Board determine that said applicant is to be hired, the same will be done subject to the approval of the Town Council of the Town of Highland, pursuant to I.C. 36-8-9-4. Should the Board determine to eliminate the applicant from further consideration, the Board will select another candidate from the pool, and the same procedure will be employed as outlined above, until such time as a qualified applicant has been hired by the Board, subject to the approval of the Town Council. An applicant going through the hiring process who

is later denied by the Board will be notified via mail by the Police Commission Chair that they are no longer being considered. The reason for denying the applicant will not be disclosed in the letter. Finally, should there be further openings for positions in the Police Department during the effective period of the eligibility pool the same employment procedure will be followed as set forth above. If, when contacted, an applicant states that he or she is no longer interested in becoming a Highland police officer, for whatever reason, said applicant's name shall be removed from the current eligibility list.

- b. Should a situation arise where the number of police officers is at a level determined to be detrimental to the safety of the Highland Police Department or the public at large, the Board may declare a state of emergency and suspend, for a given period of time, the normal hiring practice as previously set forth. Notification will be made on the ILEA website and Highland Police Department website, of the state of Emergency/lateral hiring and the process for which an individual may apply. The Board could then hire any certified applicant, or applicants, subject to all applicable state statutes.
- c. Any person who has successfully completed the Highland Police Department College Internship Program with a minimum of one hundred fifty (150) hours of in-service training may apply for the position of probationary officer providing that the person applies within one year of the completion of the internship. The candidate must meet all qualifications as previously set forth with the exception of the written test. The candidate will interview with the Board and, upon their recommendation, the applicant may be placed on the current eligibility list, and will be subject to the normal hiring process as detailed in this section.
- d. All appointments to the Police Department shall be of probationary status for a period of one year, pursuant to I.C. 36-8-9-7. The candidate must pass all Academy qualifications at the time administered or face no regular appointment. If the Board finds, upon written recommendation from the Chief of Police, at any time during the probationary period that the conduct or capacity of a member is not satisfactory, the Board shall notify the probationary officer in writing that he or she is suspended or that he or she will not receive a regular appointment. If the probationary officer is notified that he or she will not receive a regular appointment, his or her employment ceases

immediately. A probationary officer shall not be entitled to a hearing or due process rights that are afforded to a non-probationary officer and hereby waives all rights to a due process hearing or further appeal. This waiver, as well as either a Training Agreement or Reimbursement Agreement, must be signed by the probationary officer prior to being hired.

Q. ELIGIBILITY LIST/APPLICANT POOL

- a. The Administrative Assistant or his / her designee in conjunction with the Chief of Police is tasked with compiling an eligibility list separately for certified and non-certified police officer applicants. The list remains valid for 12 months unless otherwise determined to be extended by the Board.
- b. As candidates are processed, their names are merged into the existing eligibility pool according to their final score.
- c. The Board determines the best suited candidate(s) for the position and may choose the candidate(s) based upon the departments needs from this list. The Board then forwards the selected names to the Chief of Police who then assigns the Criminal Investigations Division the task of conducting background investigations on each candidate.

General provisions regarding use of municipal property

§ 3.16 Use of Municipal Property and Facilities

Employees who operate vehicles owned by the Town will lock the vehicle when it is not occupied or otherwise secured in a facility that is locked down. The use of Town postage stamps or the postage meter for personal use is strictly prohibited. Except as otherwise provided in Sections §5.17 et seq., §5.24.03 and § 5.24.04, use of Town tools, material, facilities or equipment for personal use is prohibited.

This prohibition does not prevent the use of facsimile or photo-coping machines provided the authorized fees for such uses are paid. Still further, this does not prohibit the use of personal properties that are otherwise made available to the public subject to a rental or user fee, provided the employee applies for the use as would any member of the public and pays the appropriate user fees. Further, this prohibition does not affect the reasonable use of telephones for personal use that does not adversely affect the performance of an employee's official duties or the functions of an employee's department.

If, for any reason, you leave our employment, you must return any property of the Town in your possession. These items should be returned not later than your last day of work.

(Amended 24 August 2009; Ordinance No. 1432)

§ 3.17 Confidential Information

In the course of your employment with the Town, you may have access to information which is confidential, including, but not limited to, information about new Town projects, accounting records, insurance records, personnel records and information about our citizens. You shall not use, disclose or divulge the confidential information of the Town or its citizens to any third party, without prior authorization.

§9.02 Anti-Theft Policy

The security of your property, the Town's property and the property of our citizens is a serious concern to each of us with the municipality. Property losses resulting from theft reduce profits, harm morale, cause suspicion and mistrust and threaten the future of our jobs. As a result, we have a policy to ensure that all suspected theft cases are handled consistently, fairly and with dignity. In the event of theft or suspected theft, the Town will thoroughly investigate the matter. Law enforcement may be called to investigate such thefts. Any employee caught stealing will subject themselves to possible criminal prosecution and/or termination from employment with the Town of

Highland. Of course, the Town cannot be held accountable for any loss, destruction or theft of employee's personal property. However, the Town is hopeful that this Policy will help minimize the risk of your personal property or other property being stolen.

Computer Use Policy

§ 9.04 Computer Use Policy

§ 9.04.01 Acceptable Use Policy

The Town of Highland is committed to the effective use of computer technology, but safeguards must be established to ensure that investment in hardware and software is achieving the benefits of technology and minimizing adverse consequences. The goal in providing computer network service is to promote resource sharing, innovation and communication. Implementation of this policy is the responsibility of all Town employees. These guidelines are established to ensure that all computer users are making appropriate and ethical use of computers as well as computer networks. A computer user is required to acknowledge he or she has read these policies and guidelines prior to use of the Town's computer networks. These policies and guidelines are subordinate to State and Federal law, departmental policies, and rules or operating guides where they may be more prescriptive.

Standard Operating Policy 5.10 issued January 1, 2006, as it may be amended from time to time, governs computer and Internet use by law enforcement officers engaged in criminal investigations authorized and sanctioned by the Highland Police Department.

§ 9.04.02 Internet

Access to computers enables access to people all over the world and brings with it the availability of material that may not be considered to be of educational value. On a global network, it's impossible to control all materials and information. Eventually, Internet users may discover some information that is controversial, vulgar or otherwise inappropriate. Although the Town may use Internet filter software, there are no guarantees that computer network user will not eventually be exposed to inappropriate material. However, the benefits of informational interaction on the worldwide Internet network far outweigh the negative possibilities.

§ 9.04.03 Terms and Conditions of Computer Network Use

(A) General Policies:

- (1) The Town's Computer Network Administrator or designee will provide account numbers and will maintain security. Use of these accounts will be monitored.

- (2) The Town's Computer Network Administrator or designee must be notified prior to the downloading or installation of any software program or connecting hardware onto town-owned computers. All software programs and/or hardware connections must be approved and installed by the Town's Computer Network Administrator or designee. The Town is not responsible for maintaining or servicing non-approved programs or for any problems caused by or related to such programs. The Town reserves the right to delete any unauthorized software programs.
- (3) Making unauthorized copies of software found on any computer is prohibited.
- (4) Access and/or use of another user's account is prohibited.
- (5) Copying, changing, reading or using files of another user without his or her consent is prohibited.
- (6) Unauthorized access to system programs or computer equipment is prohibited.
- (7) Responsibility – Users remain responsible for their accounts and computers until logged out.

(B) Acceptable Use

Transmission of any material in violation of any applicable federal or state law or regulation is prohibited. This includes, but is not limited to, copyrighted material, threatening or obscene material or political activity.

(C) Privileges

The use of this network is a privilege, not a right; and is subject to regulation, denial, and discipline for misuse. Non-work related use of the computer shall not be abused and shall result in disciplinary action consistent with the most current edition of employee work rules.

(D) Network Etiquette

Computer users are expected to abide by the generally accepted rules of network etiquette. These include, but are not limited to, the following:

- (1) Any speech transmitted by the use of a town owned computer does not constitute speech in a "public forum" and is subject to regulation by the Town.
- (2) There should be no expectation of privacy when transmitting information over computer networks. Information transmitted over the town's computer networks will be regarded as "public records". An e-mail that is sent, received or stored on a computer server of the Town may be retained by the Town.

- (3) Only proper and courteous language is permitted; vulgarities or any other inappropriate language is prohibited. Messages shall not contain bigotry, racism, violence, threats or hate.
- (4) To access, upload, download, or distribute violent, threatening, pornographic, obscene, or sexually explicit materials is prohibited.
- (5) Users shall not reveal their personal address or phone number and are not to reveal the name, personal phone number or address of any other individual.
- (6) Persons who operate the Town's computer network have access to e-mail. Messages relating to or in support of illegal activities shall be reported to the appropriate authorities.
- (7) The network shall not be used in such a way to disrupt the use of the network or other users.
- (8) All communications and information accessible via the networks shall be assumed to be the private property of those providing the information. Copying, downloading, etc., without implied or direct permission of the provider and any violation of copyright laws or policies, shall be considered a violation of these rules and code of ethics.

(E) Warranties and Responsibilities

The Town makes no warranties of any kind, expressed or implied, for computer services provided. The Town is not responsible for any damages incurred by a computer user, including loss of data resulting from delays, non-deliveries, mis-deliveries, or service interruptions caused by the Town's own negligence or the user's errors or omissions. Use of any information obtained via a computer network is at the user's risk. The Town specifically does not have any responsibility for the accuracy or quality of information obtained through its computer services.

(F) Unsolicited On-line Contact

Town of Highland employees are not to respond to any unsolicited on-line contact. Users should be aware that some materials accessible via the Internet might contain items that are illegal, defamatory, inaccurate, violent, sexually explicit, or potentially offensive to some people. In addition, it is possible to purchase certain goods and services via the Internet that could result in unwanted financial obligations for which a user would be liable. Vandalism – Vandalism is defined as any attempt to harm or destroy data or equipment. This includes, but is not limited to: uploading or creating computer viruses, changing of system defaults or passwords, destroying network data, and damaging computer equipment. Anyone responsible for vandalism is subject to denial of privileges and/or discipline. There are criminal statutes pertaining to computer tampering (such as Indiana Code 35-43-1-4) and computer trespass (Indiana Code 35-43-2-3). Computer tampering deals with the knowing or intentional alteration or damage to a computer program or

data without consent, and computer trespass deals with the knowing or intentional access to a computer system network or a part thereof without consent. Computer tampering is a Class D Felony, and computer trespass is a Class A Misdemeanor. In addition, there are other criminal offenses which deal with theft and criminal mischief with similar or greater penalties of imprisonment, depending on the circumstance.

§ 9.04.04 Hold Harmless Provision and Indemnification. A computer user who accesses computer equipment, software and networks of the Town of Highland, agrees to hold the Town of Highland harmless and agrees to indemnify the Town from any and all liability, loss or damages the Town may suffer as a result of claims, demands, attorney's fees, costs or judgments against the Town arising out of the user's violation of terms and conditions of computer network use.

§ 9.04.05 Consequences. Violations of the terms and conditions described above shall result in disciplinary action. It is a criminal act under Indiana law to access a computer system and/or damage or alter a computer program, data, or hardware without the consent of the computer owner. A computer user who violates these terms and conditions shall lose computer privileges and be subject to disciplinary action.

Excerpts from the Compensation and Benefits ordinance commonly called Employee Handbook, as amended through August 10, 2020.

POLICE DEPARTMENT ESTIMATES

Estimated Raise Impacts

Estimates based upon 37 officers

** Include retired Chiefs who now pay OADSI

	Increased cost attributable to a raise	Increased cost attributable to a raise	Increased cost attributable to a raise
	One percent	Two percent	Three percent
Civilian Employees ¹	\$ 69,711.16	\$ 72,761.98	\$ 75,812.79
Sworn Employees** ²	\$ 63,130.12	\$ 76,013.82	\$ 88,897.52
Total:	\$ 132,841.28	\$ 148,775.80	\$ 164,710.31

¹ Civilian costs include FICA and PENSION COSTs where applicable

² Costs include costs of Medicare. Public safety pension calculated separately

PENSION

	Employer pays for each sworn	If an increase of 1%	If an increase of 2%	If an increase of 3%
Budgeted at 39 officers	\$ 13,609.59	\$ 13,230.54	\$ 13,355.54	\$ 13,480.53
Budgeted in 2020	\$ 530,235.00	\$ 489,529.98	\$ 494,154.98	\$ 498,779.61
		\$ (40,705.02)	\$ (36,080.02)	\$ (31,455.39)
		\$ 515,991.06	\$ 520,866.06	\$ 525,740.67
		\$ (14,243.94)	\$ (9,368.94)	\$ (4,494.33)

The above were based upon a 27 pay period

Town of Highland

MUNICIPAL BUILDING • 3333 RIDGE ROAD • HIGHLAND, INDIANA 46322

PHONE: (219) 838-1080 FAX: (219) 972-5097

Office of the Town Clerk-Treasurer

Date: Wednesday, July 22, 2020

To: Highland Town Council (fiscal/legis body)
Mark J. Schocke, President/Municipal Executive
Mark A. Herak, Fin/Budget Chairman

Highland Town Council (Works Board)
Mark J. Schocke, President
Mark Knesek, Public Works Director
Kenneth Mika, Building Commissioner
William R. Timmer, Jr., CFOD, Fire Chief

Political Subdivisions that require legislative body approval for budget to be final

Board of Sanitary Commissioners (*subject to IC 6-1.1-17-20*)
Richard Garcia, President
Mark Knesek, Superintendent

Board of Waterworks Directors (*subject to IC 6-1.1-17-20*)
George A. Smith, President
Mark Knesek, Superintendent

Executive Departments or Boards subject to *direct* Fiscal Body Approval

Park and Recreation Board/Parks and Recreation Department
Carlos Abuto, President
Alex M. Brown, CPRP, Superintendent

Community Events Commission
Jon Brezlin, Chair

Redevelopment Commission/Redevelopment Department
George Georgeff, President
Kathy DeGuilio-Fox, Redevelopment Director

Town Board of Metropolitan Police Commissioners/Metropolitan Police Department
Steve Jurczak, Chairman
Peter T. Hojnicky, Metropolitan Police Chief

Board of Trustees of the 1925 Police Pension Fund
Mark J. Schocke, President
Kenneth Balon, Secretary

Office of the Town Clerk-Treasurer
Michael W. Griffin, IAMC/MMC/CPFA/ACPFIM/CMO, Clerk-Treasurer

From: Michael W. Griffin, IAMC/MMC/CPFA/ACPFIM/CMO
Clerk-Treasurer/Municipal Fiscal Officer

Mark Herak, Budget & Finance Chair
Highland Town Council

Re: Budget Calendar for Fiscal Year 2021

Dear Officers:

As you should know, there is a maximum levy that gets to be grown by the annual growth quotient. The maximum tax levy to be **shared among and between the General, Park, Redevelopment and Police Pension Funds. The growth quotient is 4.2% and last year it was 3.5%. Even if the TOWN COUNCIL chooses to tax as high as the law allows, the taxes will not be increased fully owing to the impact of property tax caps which are estimated by the DLGF to rise. This amount continues to vex us because the special exemption for taxes to pay for debt issued before July 1, 2008 expired by operation of Article 10, Section 1 (h) of the State Constitution.** As you can see among the several funds subject to the maximum levy limitation, getting to balance will be a challenge.

It is the judgement of the Budget and Finance Chair in consultation with the Town Council that the Town should should remain especially prudent. Further, we are experiencing circuit breaker impact from the amount of lease levies and debt service levies already. So, to the extent possible, departments are urged to maintain the approved budget levels of FY 2020 meaning NO INCREASES OVER THE APPROVED BUDGET. Any particular increases must be absorbed within the budget approved for 2020, not added.

For the purposes of budget building, all department heads are asked to figure a **10% increase in health insurance**. (*Again, this is for the purposes of the budget estimates only. It is expected to be less when finalized*).

For dental plan costs please **estimate no increase from the current level** for budget purposes. It is locked in for 2021. It is included with the health insurance line. Other insurance lines should be stable. **Also, use the 2020 number for the Information Communications Technology Fund services.** Please keep the line clearly identified. REMEMBER NO POSTAGE BUDGETS and NO COMMUNICATIONS as that is absorbed into the ICT Fund as an internal service fund cost.

For FY 2021 Civil PERF rate is *unchanged* at **11.20%** plus **3%** for the employer-paid employee's share making a total of **14.2%**. For FY 2021 the public safety PERF rate for employers will be **17.5%** of the first class patrol officer salary plus twenty years longevity. Also, note, that the public safety perf will be reduced because there will be only 26 paydays in 2021.

For **PUBLIC SAFETY INPRS** amount **please use \$13,106** per sworn officer as the annual amount for the budget. The annual number should be applied for each full-time covered sworn officer to calculate the Sworn PERF amount paid by Employer. *This EMPLOYER AMOUNT must be paid on all active duty sworn officers regardless of tenure – even if at or over 32 years of service. Again, the employee share stops after 32 years. The employer's share DOES*

NOT.

Here are your budgetary resources for FY 2021:

			CASH POTENTIAL
Police Department			
General Fund	\$	5,716,532	
Public Safety LIT Fund	\$	128,000	
VIPS/Parks Public Safety Fund	\$	6,000	\$ 23,128.96
Local Seized Asset Fund			\$ 17,779.00
FEDERAL FORFEIT & SIEZED ASSET	Cannot substitute must supplement budget		
LAW ENFORCEMENT CONT ED	\$	45,500.00	\$ 84,278.60
Special Public Safety Fund			\$ 15,562.64
MCCD Fund	\$	127,800	
VIPS Department			
General Fund	\$	19,000	
Fire Department			
General Fund	\$	425,960	
Public Safety LIT Fund	\$	330,000	
Building and Inspection Department			
General Fund	\$	372,284	
Unsafe Building Fund	\$	142,667	
Plan Commission Department			
General Fund	\$	71,413	
Advisory Board of Zoning Appeals Department			
General Fund	\$	22,719	
Office of Town Council			
General Fund	\$	239,221	
Economic Development LIT Fund	\$	100,000	
Board of Works			
General Fund	\$	796,851	
Office of Clerk-Treasurer			
General Fund	\$	264,631	
Parks and Recreation Department			
Parks Special Operating (General) Fund	\$	2,418,431.00	
Redevelopment Department			
Redevelopment General Fund	\$	267,946	
Economic Development LIT Fund	\$	220,000	
Public Works Department (Agency)			
		FY 2021	FY 2022
Motor Vehicle Highway Fund	\$	1,095,385.00	\$ 933,318.00
Local Road and Street Fund	\$	411,724.00	\$ 771,251.00
MCCD Fund	\$	31,353.00	
Economic Development LIT Fund	\$	280,000.00	

Please note the following budget schedule for municipal fiscal year 2021. Dates in bold embossed type correspond to the timetables set forth in the statutory provisions of IC 5-3-1 and IC 6-1.1-17. REMEMBER: **THE DLGF REQUIRES THE TOWN TO FILE ITS BUDGET ON LINE THROUGH THE GATEWAY. SO, BUDGET ENTRY TIMETABLES WILL BE STRICT BASED UPON THE ISSUES WITH DLGF and ITS ON-LINE SYSTEM. WE ARE ADVISED THAT DLGF SEEKS THE FORMS ONE TO BE READY FOR THE BUDGET WORKSHOP. HIGHLAND IS SLATED AS INDICATED IN THE**

Budget Form 1 - Budget Estimate
Year: 2021 County: Lake Unit: Highland Civil Town

CORPORATION GENERAL FUND all Departments

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	PERSONAL SERVICES	Salaries and Wages	111.02	CT Adj Legal Assistant	\$1,200	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	PERSONAL SERVICES	Salaries and Wages	111.03	OT Salary	\$23,827	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	PERSONAL SERVICES	Salaries and Wages	111.04	Deputy CT Salary	\$20,371	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	PERSONAL SERVICES	Salaries and Wages	111.05	C-T Clerical Wages	\$81,742	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	PERSONAL SERVICES	Salaries and Wages	111.06	PT Clerical Wages	\$10,451	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	PERSONAL SERVICES	Employee Benefits	112.01	FICA/Medicare	\$10,131	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	PERSONAL SERVICES	Employee Benefits	112.09	PERF	\$14,855	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	PERSONAL SERVICES	Employee Benefits	112.10	PERF Annuity	\$3,973	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	SUPPLIES	Office Supplies	200.01	Stationery & Printing	\$400	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	SUPPLIES	Office Supplies	200.03	Misc. Supplies	\$3,100	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	CHARGES AND CHARGES AND	Professional Services	310.04	Tuition, Training, & Development	\$4,000	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	CHARGES AND CHARGES AND	Professional Services	320.02	Travel	\$4,500	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	CHARGES AND CHARGES AND	Professional Services	330.01	Legal Notices	\$800	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	CHARGES AND CHARGES AND	Professional Services	330.02	Misc. Printing	\$200	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	CHARGES AND CHARGES AND	Insurance	340.01	Bond Premiums	\$1,350	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	CHARGES AND CHARGES AND	Insurance	340.25	Group Health Insurance	\$62,981	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	CHARGES AND CHARGES AND	Insurance	340.43	Life AD & D Ins	\$772	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	CHARGES AND CHARGES AND	Other Service and	390.01	Subscription & Dues	\$1,200	\$0
0101 - GENERAL	CLERK-TREASURER (CITY/TOWN UNITS ONLY)	CHARGES AND CHARGES AND	Other Service and	390.02	Refunds, Indemnities, Awards	\$20	\$0

General Fund continued

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0101 - GENERAL	CITY COUNCIL/TOWN BOARD COMMON COUNCIL	PERSONAL SERVICES	Salaries and Wages	111.01	Council Member Salaries	\$70,588	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD COMMON COUNCIL	PERSONAL SERVICES	Employee Benefits	112.01	FICA/Medicare	\$7,700	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD COMMON COUNCIL	PERSONAL SERVICES	Employee Benefits	112.05	Longevity	\$1,620	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD COMMON COUNCIL	PERSONAL SERVICES	Other Personal Services	111.27	Worker Annual Tenure Awards	\$2,000	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD COMMON COUNCIL	SUPPLIES	Office Supplies	200.01	Stationery & Printing	\$500	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD COMMON COUNCIL	SUPPLIES	Office Supplies	200.03	Misc. Supplies	\$200	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD COMMON COUNCIL	SERVICES AND CHARGES	Professional Services	310.01	Legal Services	\$55,000	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD COMMON COUNCIL	SERVICES AND CHARGES	Professional Services	310.03	Consultant Fees	\$5,000	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD COMMON COUNCIL	SERVICES AND CHARGES	Professional Services	310.04	Tuition, Training, & Development	\$2,000	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD COMMON COUNCIL	SERVICES AND CHARGES	Professional Services	310.05	Ordinance/Ordinal Enforcement	\$58,000	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD COMMON COUNCIL	SERVICES AND CHARGES	Professional Services	380.04	Codification Services	\$8,000	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD COMMON COUNCIL	SERVICES AND CHARGES	Communication and Transportation	320.01	Postage	\$0	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD COMMON COUNCIL	SERVICES AND CHARGES	Communication and Transportation	320.02	Travel Expenses	\$1,000	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD COMMON COUNCIL	SERVICES AND CHARGES	Printing and Advertising	330.01	Legal Notices	\$2,162	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD COMMON COUNCIL	SERVICES AND CHARGES	Printing and Advertising	330.02	Other Printing	\$600	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0101 - GENERAL	CITY COUNCIL/TOWN BOARD (COMMON COUNCIL)	SERVICES AND CHARGES	Other Services and Charges	390.01	Subscriptions & Dues	\$6,000	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD (COMMON COUNCIL)	SERVICES AND CHARGES	Other Services and Charges	390.03	Public Relations	\$6,716	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD (COMMON COUNCIL)	SERVICES AND CHARGES	Other Services and Charges	390.04	Public Relations - Gazzio Express	\$33,500	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD (COMMON COUNCIL)	SERVICES AND CHARGES	Other Services and Charges	390.21	Intergovernmental Assoc (SEAC)	\$1,700	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD (COMMON COUNCIL)	SERVICES AND CHARGES	Other Services and Charges	390.22	Intergovernmental Assoc (CATV)	\$0	\$0
0101 - GENERAL	CITY COUNCIL/TOWN BOARD (COMMON COUNCIL)	SERVICES AND CHARGES	Other Services and Charges	390.44	Wellness Program	\$6,000	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Professional Services	310.03	Consultant Fees	\$11,260	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Professional Services	310.04	TUITION & TRAINING	\$0	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Professional Services	310.05	Education Agreement Reimbursement	\$6,290	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Professional Services	390.06	Dispository Account Service Fees	\$40,000	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Professional Services	390.05	Contractual Services	\$4,000	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Insurance	340.03	Automobile Liability	\$63,455	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Insurance	340.04	General Liability	\$59,546	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Insurance	340.05	Excess Liability	\$6,420	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Insurance	340.06	Insurance Deductible	\$30,000	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Insurance	340.09	Public Officials Liability	\$4,400	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Insurance	340.11	Property Liability	\$22,896	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Insurance	340.13	Worker's Compensation Insurance	\$79,856	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Insurance	340.15	TXN to Blainy Day Fund	\$30,000	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Utility Services	350.01	Electrical Service	\$34,000	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Utility Services	350.02	Electrical Service - Streetlights	\$28,000	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Utility Services	350.03	Natural Gas Service	\$15,550	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Utility Services	350.05	Potable Water Service	\$8,100	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Utility Services	350.07	Wastewater/Stormwater Services	\$9,000	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Other Services and Charges	390.07	Bank Reconciliations/Contractual Services	\$30,000	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Other Services and Charges	390.01	Subscription & Dues	\$2,000	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Other Services and Charges	390.02	Refunds, Awards, & Indemnities	\$1,000	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Other Services and Charges	390.04	Misc. Services/Comps	\$2,900	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Other Services and Charges	390.16	Taxcab Subsidy Program	\$2,180	\$0
0101 - GENERAL	BOARD OF PUBLIC WORKS	SERVICES AND CHARGES	Other Services and Charges	390.20	IT & Communications Service	\$52,942	\$0
0101 - GENERAL	BOARD OF ZONING APPEALS	SERVICES AND CHARGES	Salaries and Wages	111.01	BZA Commissioners Salaries	\$680	\$0
0101 - GENERAL	BOARD OF ZONING APPEALS	SERVICES AND CHARGES	Employee Benefits	112.01	BZA Recording Secretary	\$209	\$0
0101 - GENERAL	BOARD OF ZONING APPEALS	SUPPLIES	Office Supplies	200.03	Misc. Supplies	\$200	\$0
0101 - GENERAL	BOARD OF ZONING APPEALS	SERVICES AND CHARGES	Professional Services	310.01	Legal Fees	\$19,000	\$0
0101 - GENERAL	BOARD OF ZONING APPEALS	SERVICES AND CHARGES	Transportation	320.01	Postage	\$80	\$0
0101 - GENERAL	BOARD OF ZONING APPEALS	SERVICES AND CHARGES	Printing and Advertising	330.01	Legal Notices	\$100	\$0
0101 - GENERAL	PLAN COMMISSION	PERSONAL SERVICES	Salaries and Wages	111.01	Plan Commissioners Salaries	\$2,040	\$0
0101 - GENERAL	PLAN COMMISSION	PERSONAL SERVICES	Salaries and Wages	111.34	Recording Secretary	\$80	\$0
0101 - GENERAL	PLAN COMMISSION	PERSONAL SERVICES	Employee Benefits	112.01	FICA/Medicare	\$202	\$0

Budget Form No. 1

General Fund Continued

Prescribed by the Department of Local Government Finance
Approved by the State Board of Accounts

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0101 - GENERAL	PLAN COMMISSION	SUPPLIES	Office Supplies	200.01	Stationery & Printing	\$100	\$0
0101 - GENERAL	PLAN COMMISSION	SUPPLIES	Office Supplies	200.03	Misc. Supplies	\$225	\$0
0101 - GENERAL	PLAN COMMISSION	SERVICES AND CHARGES AND	Professional Services	310.01	Legal Fees	\$16,133	\$0
0101 - GENERAL	PLAN COMMISSION	SERVICES AND CHARGES AND	Professional Services	310.02	Engineering Fees	\$46,413	\$0
0101 - GENERAL	PLAN COMMISSION	SERVICES AND CHARGES AND	Professional Services	310.03	Consultant	\$500	\$0
0101 - GENERAL	PLAN COMMISSION	SERVICES AND CHARGES AND	Communication and Transportation	330.01	Postage	\$0	\$0
0101 - GENERAL	PLAN COMMISSION	SERVICES AND CHARGES AND	Printing and Advertising	330.01	Legal Notices	\$200	\$0
0101 - GENERAL	PROPERTY TAX CAP IMPACT - BUDGET PURPOSES ONLY	PROPERTY TAX CAP	Property Tax Cap Impact		Property Tax Cap Impact	\$0	\$0
0101 - GENERAL	CITYTOWN HALL	SUPPLIES	Office Supplies	200.03	Misc. Supplies	\$400	\$0
0101 - GENERAL	CITYTOWN HALL	SUPPLIES	Operating Supplies	210.04	Industrial Supplies	\$2,000	\$0
0101 - GENERAL	CITYTOWN HALL	SUPPLIES	Repair and Maintenance	220.05	Building Materials & Supplies	\$500	\$0
0101 - GENERAL	CITYTOWN HALL	SUPPLIES	Repair and Maintenance	220.07	Monument Repair Supplies	\$500	\$0
0101 - GENERAL	CITYTOWN HALL	SUPPLIES	Repair and Maintenance	220.08	Flags	\$1,100	\$0
0101 - GENERAL	CITYTOWN HALL	SERVICES AND CHARGES AND	Professional Services	350.04	Janitorial Services	\$23,000	\$0
0101 - GENERAL	CITYTOWN HALL	SERVICES AND CHARGES AND	Utility Services	350.02	Electric - Monument	\$1,500	\$0
0101 - GENERAL	CITYTOWN HALL	SERVICES AND CHARGES AND	Repair and Maintenance	350.03	Building Repairs	\$1,555	\$0
0101 - GENERAL	CITYTOWN HALL	SERVICES AND CHARGES AND	Repair and Maintenance	350.08	Monument Repair & Maintenance	\$900	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	PERSONAL SERVICES	Salaries and Wages	111.07	Building Inspector/Commissioner	\$75,077	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	PERSONAL SERVICES	Salaries and Wages	111.08	Inspection Secretary Wages	\$40,248	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	PERSONAL SERVICES	Salaries and Wages	111.10	Code Enforcement Officer Wages	\$32,341	\$0

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Budget Form No. 1

General Fund Continued

Prescribed by the Department of Local Government Finance
Approved by the State Board of Accounts

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	PERSONAL SERVICES	Salaries and Wages	111.14	Electrical Inspector	\$48,216	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	PERSONAL SERVICES	Salaries and Wages	111.15	Mechanics Wages	\$501	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	PERSONAL SERVICES	Salaries and Wages	111.16	Inspection Clerk	\$22,927	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	PERSONAL SERVICES	Salaries and Wages	111.17	Plumbing Inspector	\$3,370	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	PERSONAL SERVICES	Employee Benefits	112.01	FICA/Medicare	\$17,694	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	PERSONAL SERVICES	Employee Benefits	112.09	PERF Pension	\$16,007	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	PERSONAL SERVICES	Employee Benefits	112.10	PERF Annuity	\$4,528	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	PERSONAL SERVICES	Other Personal Services	113.04	Uniforms	\$241	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	SUPPLIES	Office Supplies	200.01	Stationery & Printing	\$650	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	SUPPLIES	Office Supplies	200.03	Misc. Supplies	\$1,100	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	SUPPLIES	Operating Supplies	210.01	Gasoline & Oil	\$7,300	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	SUPPLIES	Operating Supplies	210.02	Tires & Tubes	\$200	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	SUPPLIES	Operating Supplies	210.03	Grease & Motor Supplies	\$100	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	SUPPLIES	Repair and Maintenance	220.04	Equipment Parts & Supplies	\$200	\$0
0101 - GENERAL	BUILDING DEPARTMENT (JAIL CONST. - BLDG. COMM. - PERMITS)	SERVICES AND CHARGES	Professional Services	310.02	Engineering Fees	\$1,983	\$0

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General Fund Continued

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0101 - GENERAL	BUILDING DEPARTMENT COMM. - PERMITS	SERVICES AND CHARGES	Professional Services	310.04	Tuition, Training, & Development	\$900	\$0
0101 - GENERAL	BUILDING DEPARTMENT COMM. - PERMITS	SERVICES AND CHARGES	Communication and Transportation	320.02	Travel	\$100	\$0
0101 - GENERAL	BUILDING DEPARTMENT COMM. - PERMITS	SERVICES AND CHARGES	Printing and Advertising	320.01	Postage	\$0	\$0
0101 - GENERAL	BUILDING DEPARTMENT COMM. - PERMITS	SERVICES AND CHARGES	Printing and Advertising	320.01	Legal Notices	\$75	\$0
0101 - GENERAL	BUILDING DEPARTMENT COMM. - PERMITS	SERVICES AND CHARGES	Printing and Advertising	320.02	Misc. Printing	\$1,000	\$0
0101 - GENERAL	BUILDING DEPARTMENT COMM. - PERMITS	SERVICES AND CHARGES	Printing and Advertising	320.03	Notice of Zone Changing Signs	\$250	\$0
0101 - GENERAL	BUILDING DEPARTMENT COMM. - PERMITS	SERVICES AND CHARGES	Insurance	340.01	Bond Premiums	\$540	\$0
0101 - GENERAL	BUILDING DEPARTMENT COMM. - PERMITS	SERVICES AND CHARGES	Insurance	340.23	Group Health/Medical Ins	\$51,475	\$0
0101 - GENERAL	BUILDING DEPARTMENT COMM. - PERMITS	SERVICES AND CHARGES	Insurance	340.43	AD & D Life Insurance	\$915	\$0
0101 - GENERAL	BUILDING DEPARTMENT COMM. - PERMITS	SERVICES AND CHARGES	Repairs and Maintenance	360.01	Equipment Repairs	\$100	\$0
0101 - GENERAL	BUILDING DEPARTMENT COMM. - PERMITS	SERVICES AND CHARGES	Repairs and Maintenance	360.06	Service Agreements	\$100	\$0
0101 - GENERAL	BUILDING DEPARTMENT COMM. - PERMITS	SERVICES AND CHARGES	Other Services and Charges	390.01	Subscription & Dues	\$400	\$0
0101 - GENERAL	BUILDING DEPARTMENT COMM. - PERMITS	SERVICES AND CHARGES	Other Services and Charges	390.02	Refund, Awards, & Indemnities	\$150	\$0
0101 - GENERAL	BUILDING DEPARTMENT COMM. - PERMITS	SERVICES AND CHARGES	Other Services and Charges	390.14	Nuisance Enforcement	\$3,720	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.04	Fire Chief Salary	\$81,985	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.05	Clerical Wages	\$24,555	\$0

General Fund Continued

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.10	Assistant Fire Chief Wages	\$7,897	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.11	Captain Wages	\$1,500	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.12	Lieutenants' Wages	\$2,500	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.13	Fire Call Compensation	\$66,234	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.14	Fire Training Compensation	\$35,112	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.15	Tech Support	\$500	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.16	Custodian Wages	\$4,969	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.17	Special Maintenance Wages	\$10,000	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.28	Longevity/Retirement	\$7,000	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.98	Salaries increase placeholder	\$0	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.01	FICA/Medicaid	\$14,000	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.04	Physicians	\$2,500	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.09	PERF Pension	\$11,460	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.10	PERF Annuity	\$2,500	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Other Personal Services	113.01	Clothing Compensation	\$5,000	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Other Personal Services	113.04	Uniforms	\$1,450	\$0
0101 - GENERAL	FIRE DEPARTMENT	PERSONAL SERVICES	Other Personal Services	114.04	Mileage Compensation	\$5,000	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Office Supplies	200.01	Stationery & Printing	\$470	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Office Supplies	200.03	Misc. Supplies	\$5,000	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Operating Supplies	210.01	Gasoline & Oil	\$7,655	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Operating Supplies	210.02	Tires & Tubes	\$700	\$0

Budget Form No. 1

Approved by the Department of Local Government Finance
Approved by the State Board of Accounts

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Operating Supplies	210.04	Institutional Supplies	\$1,525	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Repair and Maintenance	220.01	Radio Supplies	\$1,000	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Repair and Maintenance	220.04	Vehicle Maintenance	\$2,000	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	220.04	Other Supplies	\$12,525	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	220.05	Hazmat Supplies	\$1,800	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	220.06	Tuition, Training, & Development	\$2,900	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	300.01	Postage	\$0	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	300.02	Travel	\$2,850	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	300.03	Telephone	\$0	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	300.05	Alarm System	\$1,300	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	300.06	Mobile Data System Maintenance	\$9,200	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	300.02	Misc. Printing	\$720	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	340.23	Group Health/Medical	\$21,313	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	340.43	AD & D Life Insurance	\$141	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	350.01	Electric	\$14,000	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	350.03	Gas	\$17,500	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	350.05	Water	\$4,000	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	350.07	Sewer	\$2,250	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	360.01	Equipment Repairs	\$19,170	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	360.02	Radio Repairs	\$1,650	\$0
0101 - GENERAL	FIRE DEPARTMENT	SUPPLIES	Other Supplies	360.03	Building Repairs	\$10,000	\$0

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Budget Form No. 1

Approved by the Department of Local Government Finance
Approved by the State Board of Accounts

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0101 - GENERAL	FIRE DEPARTMENT	SERVICES AND CHARGES	Rentals	370.01	Equipment Rental	\$1,225	\$0
0101 - GENERAL	FIRE DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	380.01	Subscription & Dues	\$2,750	\$0
0101 - GENERAL	FIRE DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	380.07	Other Services	\$6,860	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.01	Police Commission Salaries	\$2,500	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.02	Atty Compensation	\$2,400	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.05	Lead Support Service	\$42,500	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.06	PT Support Service	\$7,200	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.07	SS Training Coordinator	\$41,500	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.09	FT Support Services	\$73,500	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.15	Mechanics	\$8,000	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.16	Commanders Salaries	\$150,007	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.17	Chief of Police	\$31,517	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.18	Lance Corporals	\$329,129	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.19	Sergeants Salaries	\$290,799	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.20	Corporals Salaries	\$569,976	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.21	Patrol Officers Salaries	\$1,316,876	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.24	Recording Secretary	\$500	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.25	Animal Wardens	\$16,000	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.26	Support Services Administrator	\$55,853	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.27	Specialty Pay	\$7,950	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.28	Crossing Guard Wages	\$27,210	\$0

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Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.29	Part-Time Security Pay	\$48,000	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.30	Sworn Overtime	\$100,000	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.31	Part-Time Pay - Ultra	\$0	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.32	GPO/Seabed/OW	\$5,000	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.34	Secretary Wages	\$49,900	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.35	BCC Big City/County Seat	\$0	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.36	Lake CUOW Task Force	\$10,000	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.37	Domestic Hwy Est Grant	\$0	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.40	Dputy Commander	\$0	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.41	Assistant Chief	\$0	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.42	IT/Systems Admin	\$0	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.43	Retirement Payout	\$0	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.45	Festival Detail OT	\$0	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.58	Salaries Increase Pacemaker	\$0	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	111.99	Hourly wages increase pacemaker	\$0	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Salaries and Wages	112.01	PICAMedicare Civilian	\$37,912	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Employee Benefits	112.02	Sworn Medicare	\$4,807	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Employee Benefits	112.03	Sworn PERF Pension	\$48,006	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Employee Benefits	112.09	PERF Pension Civilian	\$34,293	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Employee Benefits	112.10	PERF Annuity Civilian	\$0,162	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Other Personnel Services	112.04	Physicals	\$2,000	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Other Personal Services	113.01	Sworn Uniform Allowance	\$37,050	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Other Personal Services	113.02	New Officer Uniforms	\$3,000	\$0
0101 - GENERAL	Metropolitan Police Department	PERSONAL SERVICES	Other Personal Services	113.03	Civilian Uniform Allowance	\$3,600	\$0
0101 - GENERAL	Metropolitan Police Department	SUPPLIES	Operating Supplies	210.01	Gasoline & Oil	\$10,000	\$0
0101 - GENERAL	Metropolitan Police Department	SUPPLIES	Operating Supplies	210.02	Tires & Tubes	\$6,000	\$0
0101 - GENERAL	Metropolitan Police Department	SUPPLIES	Operating Supplies	210.04	Institutional Supplies	\$10,000	\$0
0101 - GENERAL	Metropolitan Police Department	SUPPLIES	Repair and Maintenance	220.01	Radio Parts & Supplies	\$0	\$0
0101 - GENERAL	Metropolitan Police Department	SUPPLIES	Repair and Maintenance	220.04	Vehicle Parts & Supplies	\$20,000	\$0
0101 - GENERAL	Metropolitan Police Department	SUPPLIES	Other Supplies	230.04	Other Supplies	\$5,000	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES	Professional Services	310.01	Legal Fees	\$15,000	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES	Professional Services	380.06	Service Agreements	\$2,000	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES	Communication and Transportation	320.01	Postage	\$100	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES	Communication and Transportation	320.03	Telephone	\$7,000	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES	Communication and Transportation	320.04	Internet	\$3,000	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES	Insurance	340.01	Bond Premiums	\$700	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES	Insurance	340.03	Fees & Titles	\$750	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES	Insurance	340.23	Health/Medical Insurance	\$1,255,905	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES	Insurance	340.42	Survivors Benefits	\$23,760	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES	Insurance	340.43	Life AD & D	\$2,748	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES	Utility Services	350.01	Electric	\$85,500	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES	Utility Services	350.05	Water	\$9,000	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES AND	Repair and Maintenance	360.01	Equipment Maintenance	\$15,000	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES AND	Repair and Maintenance	360.02	Radio Repairs	\$0	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES AND	Repair and Maintenance	360.03	Building Maintenance	\$12,000	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES AND	Repair and Maintenance	360.04	Janitorial	\$38,000	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES AND	Repair and Maintenance	360.07	Building Liability	\$1,500	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES AND	Other Services and Charges	360.01	Subscription & Dues	\$8,500	\$0
0101 - GENERAL	Metropolitan Police Department	SERVICES AND CHARGES AND	Other Services and Charges	360.05	Animal Quarantine	\$2,000	\$0
0101 - GENERAL	Volunteers in Policing (VIPS)	PERSONAL SERVICES	Salaries and Wages	112.15	Mechanics	\$1,100	\$0
0101 - GENERAL	Volunteers in Policing (VIPS)	PERSONAL SERVICES	Employee Benefits	112.01	FICA/Medicare	\$200	\$0
0101 - GENERAL	Volunteers in Policing (VIPS)	PERSONAL SERVICES	Employee Benefits	112.09	PERF Pension	\$180	\$0
0101 - GENERAL	Volunteers in Policing (VIPS)	PERSONAL SERVICES	Employee Benefits	112.10	PERF Annuity	\$140	\$0
0101 - GENERAL	Volunteers in Policing (VIPS)	PERSONAL SERVICES	Other Personal Services	113.04	Uniforms	\$1,100	\$0
0101 - GENERAL	Volunteers in Policing (VIPS)	SUPPLIES	Office Supplies	200.03	Misc. Supplies	\$1,130	\$0
0101 - GENERAL	Volunteers in Policing (VIPS)	SUPPLIES	Operating Supplies	210.01	Gasoline & Oil	\$8,000	\$0
0101 - GENERAL	Volunteers in Policing (VIPS)	SUPPLIES	Operating Supplies	210.02	Tires & Tubes	\$1,500	\$0
0101 - GENERAL	Volunteers in Policing (VIPS)	SUPPLIES	Repair and Maintenance	220.01	Radio Parts & Supplies	\$0	\$0
0101 - GENERAL	Volunteers in Policing (VIPS)	SUPPLIES	Repair and Maintenance	220.04	Vehicle Parts & Supplies	\$0,500	\$0
0101 - GENERAL	Volunteers in Policing (VIPS)	SUPPLIES	Repair and Maintenance	360.01	Equipment Maintenance	\$2,500	\$0
0101 - GENERAL	Volunteers in Policing (VIPS)	SUPPLIES	Other Services and Charges	360.07	Other Services - Car Wash	\$550	\$0
CORPORATION BOND AND INTEREST FUND						0101 - GENERAL (tbl)	\$7,773,058
0180 - DEBT SERVICE	NO DEPARTMENT	CHARGES AND	Professional Services	38013	Paying Agent Fees	\$0	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0180 - DEBT SERVICE	NO DEPARTMENT	DEBT SERVICE	Payments on Bonds and Other Debt Principal	38000	Capital Lease Police Station	\$116,500	\$0
0180 - DEBT SERVICE	NO DEPARTMENT	DEBT SERVICE	Payments on Bonds and Other Debt Principal	38011	Principal	\$0	\$0
0180 - DEBT SERVICE	NO DEPARTMENT	DEBT SERVICE	Interest on Other Debt	38012	Interest	\$0	\$0
PUBLIC SAFETY LIT FUND						0180 - DEBT SERVICE (tbl)	\$116,500
0254 - LOCAL INCOME TAX	NO DEPARTMENT	CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	43000	Fire Suppression Equipment	\$30,000	\$0
0254 - LOCAL INCOME TAX	NO DEPARTMENT	CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	43006	Fire Turnout Gear	\$200,000	\$0
0254 - LOCAL INCOME TAX	NO DEPARTMENT	CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	43007	Fire Gear SCBA	\$100,000	\$0
0254 - LOCAL INCOME TAX	NO DEPARTMENT	CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	43008	Police Equip: Police Vans & Radar	\$100,000	\$0
0254 - LOCAL INCOME TAX	NO DEPARTMENT	CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	43009	POLICE VFS Cars	\$30,000	\$0
0254 - LOCAL INCOME TAX	NO DEPARTMENT	CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	43046	Traffic Video Equipment	\$40,000	\$0
0254 - LOCAL INCOME TAX	NO DEPARTMENT	PROPERTY TAX CAP	Property Tax Cap Impact		Property Tax Cap Impact	\$0	\$0
POLICE PENSION 1925 FUND						0254 - LOCAL INCOME TAX (tbl)	\$552,000
0342 - POLICE PENSION	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.34	Police Secretary Wages	\$1,200	\$0
0342 - POLICE PENSION	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.01	FICA/Medicare	\$93	\$0
0342 - POLICE PENSION	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.05	Retired Police Officers Benefits	\$540,301	\$0
0342 - POLICE PENSION	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.06	Dependent Benefits	\$262,121	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
042- POLICE PENSION	NO DEPARTMENT	PERSONAL SERVICES	Other Personal Services	112.08	Death Benefits	\$24,000	\$0
042- POLICE PENSION	NO DEPARTMENT	SUPPLIES	Office Supplies	200.01	Stationery & Printing	\$300	\$0
042- POLICE PENSION	NO DEPARTMENT	SUPPLIES	Office Supplies	200.03	Misc. Supplies	\$300	\$0
042- POLICE PENSION	NO DEPARTMENT	SERVICES AND CHARGES	Professional Services	310.01	Legal Fees	\$3,000	\$0
042- POLICE PENSION	NO DEPARTMENT	SERVICES AND CHARGES	Professional Services	380.05	Actuarial Reporting	\$4,500	\$0
042- POLICE PENSION	NO DEPARTMENT	SERVICES AND CHARGES	Communication and Transportation	320.01	Postage	\$200	\$0
042- POLICE PENSION	NO DEPARTMENT	SERVICES AND CHARGES	Communication and Transportation	320.02	Travel Expense	\$1,500	\$0
042- POLICE PENSION	NO DEPARTMENT	SERVICES AND CHARGES	Insurance	340.01	Bond Premiums	\$135	\$0
042- POLICE PENSION	NO DEPARTMENT	PROPERTY TAX CAP	Property Tax Cap Impact		Property Tax Cap Impact	\$0	\$0
LOCAL ROAD and STREETS FUND							
0706- LOCAL ROAD & STREET	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.51	Laborer Wages	\$71,175	\$0
0706- LOCAL ROAD & STREET	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.01	FICA/Medicare	\$5,445	\$0
0706- LOCAL ROAD & STREET	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.09	PERF Pension	\$7,072	\$0
0706- LOCAL ROAD & STREET	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.10	PERF Annuity	\$2,138	\$0
0706- LOCAL ROAD & STREET	NO DEPARTMENT	SERVICES AND CHARGES	Professional Services	310.02	Engineering	\$50,000	\$0
0706- LOCAL ROAD & STREET	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	380.09	Construction/Reconstruction of Streets	\$250,000	\$0
042- POLICE PENSION Total						\$37,650	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0706- LOCAL ROAD & STREET	NO DEPARTMENT	PROPERTY TAX CAP	Property Tax Cap Impact		Property Tax Cap Impact	\$0	\$0
MOTOR VEHICLE HIGHWAY FUND Reconstruction and Preservation Department							
0706- MOTOR VEHICLE HIGHWAY	PROPERTY TAX CAP PURPOSES ONLY	PROPERTY TAX CAP	Property Tax Cap Impact		Property Tax Cap Impact	\$382,750	\$0
0706- MOTOR VEHICLE HIGHWAY	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.50	Laborers Wages	\$310,442	\$0
0706- MOTOR VEHICLE HIGHWAY	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.51	Laborers Wages - ROW Maint	\$0	\$0
0706- MOTOR VEHICLE HIGHWAY	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.52	Laborers Wages - Snow Removal	\$0	\$0
0706- MOTOR VEHICLE HIGHWAY	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.53	Laborers Wages - Mechanic	\$0	\$0
0706- MOTOR VEHICLE HIGHWAY	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.54	Laborers Wages - Misc	\$0	\$0
0706- MOTOR VEHICLE HIGHWAY	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.01	FICA/Medicare	\$28,750	\$0
0706- MOTOR VEHICLE HIGHWAY	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.04	Unemployment Compensation	\$0	\$0
0706- MOTOR VEHICLE HIGHWAY	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.09	PERF Pension	\$4,770	\$0
0706- MOTOR VEHICLE HIGHWAY	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.10	PERF Annuity	\$9,320	\$0
0706- MOTOR VEHICLE HIGHWAY	NO DEPARTMENT	SUPPLIES	Operating Supplies	210.01	Gasoline and Oil	\$28,500	\$0
0706- MOTOR VEHICLE HIGHWAY	NO DEPARTMENT	SUPPLIES	Operating Supplies	210.02	Tires and Tubes	\$2,700	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SUPPLIES	Operating Supplies	210.03	Garage and Motor Supplies	\$3,500	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SUPPLIES	Repair and Maintenance Supplies	220.04	Equipment Parts & Supplies	\$30,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SUPPLIES	Repair and Maintenance Supplies	220.05	Landscaping Supplies	\$5,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SUPPLIES	Other Supplies	230.01	Road Maintenance Materials	\$10,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SUPPLIES	Other Supplies	230.02	Illuminous Materials	\$11,300	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SUPPLIES	Other Supplies	230.03	Signs & Sign Materials	\$10,500	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SUPPLIES	Other Supplies	230.04	Traffic Paint & Supplies	\$10,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SUPPLIES	Other Supplies	230.05	Road Salt	\$160,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SUPPLIES	Other Supplies	230.06	Miscellaneous Supplies	\$5,120	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SUPPLIES	Other Supplies	230.07	Other Equipment	\$1,500	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SERVICES AND CHARGES	Professional Services	310.02	Engineering Fees	\$7,500	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SERVICES AND CHARGES	Repairs and Maintenance	360.01	Equipment Repairs	\$7,500	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SERVICES AND CHARGES	Repairs and Maintenance	360.06	Street Light Maintenance	\$15,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SERVICES AND CHARGES	Repairs and Maintenance	360.07	Traffic Signal Maintenance	\$25,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SERVICES AND CHARGES	Rentals	370.01	Equipment Capital Leases	\$9,810	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SERVICES AND CHARGES	Rentals	370.02	Barbecue Rental	\$1,500	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SERVICES AND CHARGES	Other Services and Charges	380.04	Snow Removal Services	\$2,500	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SERVICES AND CHARGES	Other Services and Charges	380.05	Landscape Services	\$35,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SERVICES AND CHARGES	Other Services and Charges	380.07	Tree Services	\$25,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	SERVICES AND CHARGES	Other Services and Charges	390.09	Consult/Reconstruction Streets	\$150,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	PERSONAL SERVICES	Salaries and Wages	111.05	Clerval Wages	\$0,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	PERSONAL SERVICES	Salaries and Wages	111.27	Assistant Public Works Director	\$0	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	PERSONAL SERVICES	Salaries and Wages	111.32	Public Works Director	\$15,500	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	PERSONAL SERVICES	Salaries and Wages	111.33	Administrative Assistant	\$12,166	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	PERSONAL SERVICES	Salaries and Wages	111.35	Street Supervisor	\$32,450	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	PERSONAL SERVICES	Salaries and Wages	111.36	Fleet Supervisor	\$16,540	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	PERSONAL SERVICES	Salaries and Wages	111.38	Summer/Seasonal Wages	\$0,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	PERSONAL SERVICES	Salaries and Wages	111.43	Director of Operations	\$20,430	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	PERSONAL SERVICES	Employee Benefits	112.01	FICA/Medicare	\$6,850	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Reconstruction Maintenance	PERSONAL SERVICES	Employee Benefits	112.04	Unemployment Compensation	\$0	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	PERSONAL SERVICES	Employee Benefits	112.09	PERF Pension	\$11,700	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	PERSONAL SERVICES	Employee Benefits	112.10	PERF Annuity	\$3,160	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	PERSONAL SERVICES	Other Personal Services	113.04	Uniforms	\$1,800	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	PERSONAL SERVICES	Other Personal Services	113.05	Drug and Alcohol Testing	\$350	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	PERSONAL SERVICES	Other Personal Services	113.06	CDL Physicals	\$560	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SUPPLIES	Office Supplies	200.03	Miscellaneous Supplies	\$1,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SUPPLIES	Operating Supplies	210.04	Institutional Supplies	\$1,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SUPPLIES	Repair and Maintenance	220.01	Radio Parts & Supplies	\$0	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SUPPLIES	Repair and Maintenance	220.02	Building Materials & Supplies	\$1,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SUPPLIES	Professional Services	310.04	Tuition, Training & Development	\$500	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SUPPLIES AND CHARGES	Communication and Transportation	320.02	Travel Expenses	\$1,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SUPPLIES AND CHARGES	Communication and Transportation	320.03	Telephone	\$0	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SUPPLIES AND CHARGES	Printing and Advertising	330.01	Legal Notices	\$300	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SUPPLIES AND CHARGES	Printing and Advertising	330.02	Misc. Printing	\$100	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SUPPLIES AND CHARGES	Insurance	340.01	Bond Premiums	\$150	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SERVICES AND CHARGES	Insurance	340.03	Fleet Insurance	\$0	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SERVICES AND CHARGES	Insurance	344.44	LST Insurance	\$200	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SERVICES AND CHARGES	Repairs and Maintenance	350.01	Equipment Repairs	\$4,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SERVICES AND CHARGES	Repairs and Maintenance	350.02	Radio Repair & Maintenance	\$0	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SERVICES AND CHARGES	Repairs and Maintenance	350.03	Building Repair & Maintenance	\$2,500	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SERVICES AND CHARGES	Repairs and Maintenance	350.04	Janitorial Services	\$2,600	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SERVICES AND CHARGES	Repairs and Maintenance	350.09	Other Service Agreements	\$2,000	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SERVICES AND CHARGES	Changes	350.01	Subscriptions & Dues	\$300	\$0
0708 - MOTOR VEHICLE HIGHWAY	Motor Vehicle Highway-Administration	SERVICES AND CHARGES	Other Services and Charges	350.03	Disposal Fees	\$1,000	\$0
LAW ENFORCEMENT CONTINUING EDUCATION AND SUPPLY FUND							
1151 - CONTINUING EDUCATION	NO DEPARTMENT	SUPPLIES	Office Supplies	200.03	Office Supplies	\$4,000	\$0
1151 - CONTINUING EDUCATION	NO DEPARTMENT	SUPPLIES	Operating Supplies	214.01	Arms & Range Supplies	\$5,500	\$0
1151 - CONTINUING EDUCATION	NO DEPARTMENT	SUPPLIES	Other Supplies	220.04	Other Supplies	\$3,000	\$0
1151 - CONTINUING EDUCATION	NO DEPARTMENT	SUPPLIES	Other Supplies	230.05	Computer Supplies	\$7,000	\$0
1151 - CONTINUING EDUCATION	NO DEPARTMENT	SERVICES AND CHARGES	Professional Services	310.04	Tuition & Training	\$18,000	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
1151 - CONTINUING EDUCATION	NO DEPARTMENT	SERVICES AND CHARGES	Printing and Advertising	320.02	Misc. Printing	\$3,500	\$0
1151 - CONTINUING EDUCATION	NO DEPARTMENT	SERVICES AND CHARGES	Rentals	370.01	Equipment Rental	\$0	\$0
1151 - CONTINUING EDUCATION	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	390.05	Other Services - Car Wash	\$3,500	\$0
1151 - CONTINUING EDUCATION	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	390.07	Sworn Printed Specialties	\$0	\$0
1151 - CONTINUING EDUCATION	NO DEPARTMENT	PROPERTY TAX CAP	Property Tax Cap Impact		Property Tax Cap Impact	\$0	\$0
1151 - CONTINUING EDUCATION (total)							
PARKS and RECREATION FUND							
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.01	Park Board Salaries	\$2,040	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.02	Attorney Compensation	\$2,400	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.05	Clerk Wages & Salaries	\$63,300	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.15	Mechanics Wages	\$1,100	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.16	P/T Custodian Wages	\$84,400	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.17	P/T Custodian Wages	\$18,100	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.27	Superintendent Salary	\$82,200	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.30	Overtime	\$10,200	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.31	P/T Laborers	\$225,000	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.32	Recreation Leaders	\$116,600	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.33	P/T Laborers	\$76,000	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.34	Secretary Wages	\$42,300	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.35	Recording Secretary	\$600	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.38	Park Directors Salaries	\$238,300	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.38	Fitness Center Attendants	\$44,000	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.01	FICA/Medicare	\$76,800	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.03	Unemployment Compensation	\$3,800	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.09	PERF Pension	\$76,400	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.10	PERF Annuity	\$20,400	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PERSONAL SERVICES	Other Personal Services	113.01	Uniforms	\$6,000	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SUPPLIES	Office Supplies	200.03	Misc. Supplies	\$4,600	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SUPPLIES	Operating Supplies	210.01	Gasoline & Oil	\$17,400	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SUPPLIES	Operating Supplies	210.02	Tires & Tubes	\$3,200	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SUPPLIES	Operating Supplies	210.03	Garage & Motor Supplies	\$2,600	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
1301 - PARK & RECREATION	NO DEPARTMENT	SUPPLIES	Operating Supplies	210.04	Institutional Supplies	\$2,000	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SUPPLIES	Operating Supplies	210.05	Lincoln Center Supplies	\$26,100	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SUPPLIES	Repair and Maintenance Supplies	220.02	Building Materials & Supplies	\$1,000	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SUPPLIES	Repair and Maintenance Supplies	220.04	Equipment Parts & Supplies	\$8,200	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SUPPLIES	Repair and Maintenance Supplies	220.05	Misc. Repair Supplies	\$1,200	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SUPPLIES	Repair and Maintenance Supplies	220.06	Lincoln Center Repair Supplies	\$6,100	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SUPPLIES	Other Supplies	230.03	Misc. Materials	\$16,000	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SUPPLIES	Other Supplies	230.04	Other Equipment	\$3,000	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SUPPLIES	Other Supplies	230.06	Park Maintenance Materials	\$1,800	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Professionals Services	310.01	Legal Fees	\$1,600	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Professionals Services	310.04	Tuition, Training, & Development	\$0	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Communication and Transportation	320.02	Travel Expense	\$4,200	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Communication and Transportation	330.20	ICT Services	\$42,800	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Communication and Transportation	330.21	Cable Services	\$7,000	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Printing and Advertising	330.01	Legal Notices	\$100	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Printing and Advertising	330.02	Other Printing	\$5,000	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Insurance	340.02	Insurance	\$54,400	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Insurance	340.23	Group Health/Medical	\$330,000	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Insurance	340.43	Life AD & D	\$1,800	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Utility Services	350.01	Electric	\$26,500	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Utility Services	350.02	Electric-Lincoln Center	\$122,000	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Utility Services	350.03	Gas	\$4,100	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Utility Services	350.04	Gas-Lincoln Center	\$16,000	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Utility Services	350.05	Water	\$3,000	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Utility Services	350.06	Water-Lincoln Center	\$2,500	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Utility Services	350.07	Sewage	\$12,200	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Utility Services	350.08	Sewage-Lincoln Center	\$4,700	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Repairs and Maintenance	360.01	Equipment Repair & Maintenance	\$4,300	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Repairs and Maintenance	360.02	Fleet Repair & Maintenance	\$200	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Repairs and Maintenance	360.03	Building Repair & Maintenance	\$17,000	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Repair and Maintenance	390.04	Fitness Equipment & Maintenance	\$5,000	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Rentals	370.01	Equipment Rentals	\$3,100	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	380.05	Contractual Services	\$53,800	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	386.00	Recreation Services	\$403,700	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	386.01	Sales Tax - Park Rentals	\$6,500	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	386.02	Fitness Trainers	\$15,000	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	390.01	Subscription & Dues	\$1,200	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	390.08	Interest on Loan	\$0	\$0
1301 - PARK & RECREATION	NO DEPARTMENT	PROPERTY TAX CAP	Property Tax Cap Impact		Property Tax Cap Impact	\$0	\$0
1301 - PARK & RECREATION (Total)						\$2,016,440	\$0
PARK DISTRICT BOND AND INTEREST FUND							
1300 - PARK BOND	NO DEPARTMENT	SERVICES AND DEBT SERVICE	Professional Services	390.13	Paying Agent Fees	\$600	\$0
1300 - PARK BOND	NO DEPARTMENT	SERVICES AND DEBT SERVICE	Payments on Bonds and Other Debt Principal	390.14	Capital Lease Payment One	\$1,020,000	\$0
1300 - PARK BOND	NO DEPARTMENT	SERVICES AND DEBT SERVICE	Payments on Bonds and Other Debt Principal	390.15	Capital Lease Payment Two	\$0	\$0
1300 - PARK BOND	NO DEPARTMENT	SERVICES AND DEBT SERVICE	Payments on Bonds and Other Debt Principal	390.11	Principal	\$270,000	\$0
1300 - PARK BOND	NO DEPARTMENT	SERVICES AND DEBT SERVICE	Payments on Bonds and Other Debt Interest	390.12	Interest	\$33,438	\$0
1300 - PARK BOND (Total)						\$1,324,038	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
2379 - MUNICIPAL CAPITAL IMP (GIG TAX)	NO DEPARTMENT	SERVICES AND CHARGES	Professional Services	310.02	Professional Services Engineering	\$15,000	\$0
2379 - MUNICIPAL CAPITAL IMP (GIG TAX)	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	380.09	Construction/Reconstruction of Streets	\$105,000	\$0
2379 - MUNICIPAL CAPITAL IMP (GIG TAX)	NO DEPARTMENT	PROPERTY TAX CAP	Property Tax Cap Impact		Property Tax Cap Impact	\$0	\$0
2379 - MUNICIPAL CAPITAL IMP (GIG TAX) Total						\$119,000	\$0
MUNICIPAL CUMULATIVE CAPITAL DEVELOPMENT FUND							
2391 - CUMULATIVE CAPITAL DEVELOPMENT	NO DEPARTMENT	SUPPLIES	Other Supplies	230.09	FD Bullet Proof Vests	\$7,500	\$0
2391 - CUMULATIVE CAPITAL DEVELOPMENT	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	30071	Fire Truck Capital Lease	\$81,600	\$0
2391 - CUMULATIVE CAPITAL DEVELOPMENT	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	30002	Police Vehicle Leases	\$18,300	\$0
2391 - CUMULATIVE CAPITAL DEVELOPMENT	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	30007	Fire Truck Capital Lease	\$54,005	\$0
2391 - CUMULATIVE CAPITAL DEVELOPMENT	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	30008	Public Works Vehicle Lease	\$32,000	\$0
2391 - CUMULATIVE CAPITAL DEVELOPMENT	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	300.04	Application Software	\$22,000	\$0
2391 - CUMULATIVE CAPITAL DEVELOPMENT	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	300.06	Software Training	\$25,000	\$0
2391 - CUMULATIVE CAPITAL DEVELOPMENT	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	300.15	Electrician Expenses	\$0	\$0
2391 - CUMULATIVE CAPITAL DEVELOPMENT	NO DEPARTMENT	CAPITAL OUTLAYS	Buildings	410.02	Town Hall Rehabilitation	\$10,000	\$0
2391 - CUMULATIVE CAPITAL DEVELOPMENT	NO DEPARTMENT	CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	430.02	Cars	\$56,000	\$0
2391 - CUMULATIVE CAPITAL DEVELOPMENT	NO DEPARTMENT	CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	430.03	Furniture and Fixtures	\$5,000	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
2391 - CUMULATIVE REDEVELOPMENT CAPITAL DEVELOPMENT	NO DEPARTMENT	CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	430.04	Furniture & Fixtures Police	\$5,000	\$0
2391 - CUMULATIVE REDEVELOPMENT CAPITAL DEVELOPMENT	NO DEPARTMENT	CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	430.05	Other Equipment-Computer	\$40,035	\$0
2391 - CUMULATIVE REDEVELOPMENT CAPITAL DEVELOPMENT	NO DEPARTMENT	CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	430.09	Other Equipment Computers	\$41,000	\$0
2391 - CUMULATIVE REDEVELOPMENT CAPITAL DEVELOPMENT	NO DEPARTMENT	DEBT SERVICE	Payments on Bonds and Other Debt Principal	38011	Waterworks Loan for Property Purchase	\$0	\$0
2391 - CUMULATIVE REDEVELOPMENT CAPITAL DEVELOPMENT	NO DEPARTMENT	PROPERTY TAX CAP	Property Tax Cap Impact		Property Tax Cap Impact	\$0	\$0
ECONOMIC DEVELOPMENT LIT FUND							
2411 - ECONOMIC DEV INCOME TAX	NO DEPARTMENT	SERVICES AND CHARGES	Professional Services	35010	Downtown Development	\$220,000	\$0
2411 - ECONOMIC DEV INCOME TAX CREDIT	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	350.25	Contribution to School Town	\$100,000	\$0
2411 - ECONOMIC DEV INCOME TAX CREDIT	NO DEPARTMENT	CAPITAL OUTLAYS	Improvements Other Than Building	47123	Lighted Street Signs	\$30,000	\$0
2411 - ECONOMIC DEV INCOME TAX CREDIT	NO DEPARTMENT	CAPITAL OUTLAYS	Infrastructure	47118	Local Roads and Streets Resurfacing at Conestogo	\$250,000	\$0
2411 - ECONOMIC DEV INCOME TAX CREDIT	NO DEPARTMENT	DEBT SERVICE	Payments on Bonds and Other Debt Interest	350.09	Anticipated Debt	\$0	\$0
2411 - ECONOMIC DEV INCOME TAX CREDIT	NO DEPARTMENT	PROPERTY TAX CAP	Property Tax Cap Impact		Property Tax Cap Impact	\$0	\$0
REDEVELOPMENT GENERAL FUND							
2431 - REDEVELOPMENT GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Salaries and Wages	111.01	Commissioners' Salaries	\$2,500	\$0
2430 - REDEVELOPMENT GENERAL	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.02	Relief Secretary	\$43,032	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
2430 - REDEVELOPMENT GENERAL	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.07	Redevelopment Director	\$83,775	\$0
2430 - REDEVELOPMENT GENERAL	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.16	Temporary Services	\$1,600	\$0
2430 - REDEVELOPMENT GENERAL	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.24	Recording Secretary	\$624	\$0
2430 - REDEVELOPMENT GENERAL	NO DEPARTMENT	PERSONAL SERVICES	Salaries and Wages	111.89	Shared wages Increase Pictorider	\$0	\$0
2430 - REDEVELOPMENT GENERAL	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.01	FCAMedicare	\$6,555	\$0
2430 - REDEVELOPMENT GENERAL	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.09	PERF Pension	\$12,776	\$0
2430 - REDEVELOPMENT GENERAL	NO DEPARTMENT	PERSONAL SERVICES	Employee Benefits	112.10	PERF Annuity	\$3,527	\$0
2430 - REDEVELOPMENT GENERAL	NO DEPARTMENT	SUPPLIES	Office Supplies	200.03	Misc. Supplies	\$1,685	\$0
2430 - REDEVELOPMENT GENERAL	NO DEPARTMENT	SUPPLIES	Office Supplies	200.04	Main Street Supplies	\$3,980	\$0
2430 - REDEVELOPMENT GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Professional Services	310.01	Legal Fees	\$25,250	\$0
2430 - REDEVELOPMENT GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Professional Services	310.03	Consultant Fees	\$35,500	\$0
2430 - REDEVELOPMENT GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Professional Services	310.04	Tuition, Training, & Development	\$1,525	\$0
2430 - REDEVELOPMENT GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Professional Services	310.05	Engineering & Architectural	\$500	\$0
2430 - REDEVELOPMENT GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Professional Services	330.02	Retards, Indentifiers, Awards	\$240	\$0
2430 - REDEVELOPMENT GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Communication and Transportation	330.02	Travel	\$1,518	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted	
2430 - REDEVELOPMENT - GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Communication and Transportation	330.05	Website Services	\$0	\$0	
2430 - REDEVELOPMENT - GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Printing and Advertising	330.01	Legal Notices	\$500	\$0	
2430 - REDEVELOPMENT - GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Printing and Advertising	330.02	Misc. Printing	\$1,175	\$0	
2430 - REDEVELOPMENT - GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Insurance	340.01	Bond Premiums	\$1,000	\$0	
2430 - REDEVELOPMENT - GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Insurance	340.23	Group Health Insurance	\$26,138	\$0	
2430 - REDEVELOPMENT - GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Insurance	346.43	Life AD & D	\$220	\$0	
2430 - REDEVELOPMENT - GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Utility Services	350.08	Utility Services	\$5,500	\$0	
2430 - REDEVELOPMENT - GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	360.01	Subscription & Dues	\$3,650	\$0	
2430 - REDEVELOPMENT - GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	380.03	Public Relations	\$1,350	\$0	
2430 - REDEVELOPMENT - GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	380.20	Information & Communication Technology Service	\$10,689	\$0	
2430 - REDEVELOPMENT - GENERAL	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	390.30	Main Street Professional Services	\$5,840	\$0	
2430 - REDEVELOPMENT - GENERAL	NO DEPARTMENT	PROPERTY TAX CAP	Property Tax Cap Impact		Property Tax Cap Impact	\$0	\$0	
REDEVELOPMENT DISTRICT BOND and INTEREST FUND							\$207,937	\$0
2460 - REDEVELOPMENT BOND	NO DEPARTMENT	SERVICES AND CHARGES	Professional Services		Paying Agent Fees	\$350	\$0	
2460 - REDEVELOPMENT BOND	NO DEPARTMENT	DEBT SERVICE	Payments on Bonds and Other Debt Principal	390.11	Principal on Bonds	\$210,000	\$0	

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted	
2460 - REDEVELOPMENT BOND	NO DEPARTMENT	DEBT SERVICE	Payments on Bonds and Other Debt Interest	390.12	Interest on Bonds	\$16,032	\$0	
SOLID WASTE DISTRICT GRANT FUND							\$226,402	\$0
6421 - DISTRICT SOLID WASTE MANAGEMENT	NO DEPARTMENT	SUPPLIES	Repair and Maintenance Supplies	220.04	Equipment Parts & Supplies	\$0	\$0	
6421 - DISTRICT SOLID WASTE MANAGEMENT	NO DEPARTMENT	SUPPLIES	Other Supplies	220.09	Recycle Bins	\$0	\$0	
6421 - DISTRICT SOLID WASTE MANAGEMENT	NO DEPARTMENT	SERVICES AND CHARGES	Printing and Advertising	320.02	Misc. Printing	\$5,000	\$0	
6421 - DISTRICT SOLID WASTE MANAGEMENT	NO DEPARTMENT	SERVICES AND CHARGES	Rentals	370.01	Equipment Capital Lease	\$31,725	\$0	
6421 - DISTRICT SOLID WASTE MANAGEMENT	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	380.01	Solid Waste Services	\$158,000	\$0	
6421 - DISTRICT SOLID WASTE MANAGEMENT	NO DEPARTMENT	PROPERTY TAX CAP	Property Tax Cap Impact		Property Tax Cap Impact	\$0	\$0	
INFORMATION COMMUNICATIONS TECHNOLOGY FUND							\$192,725	\$0
6500 - Information & Technology Fund	NO DEPARTMENT	SUPPLIES	Other Supplies	200.03	Misc. Computer Supplies	\$9,000	\$0	
6500 - Information & Technology Fund	NO DEPARTMENT	SERVICES AND CHARGES	Professional Services	310.05	IT Consultant Services	\$48,200	\$0	
6500 - Information & Technology Fund	NO DEPARTMENT	SERVICES AND CHARGES	Professional Services	380.06	Service Agmts	\$61,232	\$0	
6500 - Information & Technology Fund	NO DEPARTMENT	SERVICES AND CHARGES	Communication and Transportation	320.01	Postage	\$6,100	\$0	
6500 - Information & Technology Fund	NO DEPARTMENT	SERVICES AND CHARGES	Communication and Transportation	320.03	Telephone	\$75,094	\$0	

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
9500 - Information & Technology Fund	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	390.01	Depreciation	\$0,000	\$0
9500 - Information & Technology Fund	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	390.07	Misc. Services & Charges	\$4,000	\$0
9500 - Information & Technology Fund	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	390.24	Website Maintenance	\$7,000	\$0
9500 - Information & Communication Technology Fund Total							
PARK/PIPS PUBLIC SAFETY FUND							
9501 - VPS/Park	NO DEPARTMENT	PERSONAL SERVICES	Other Personal Services	110.04	Uniform Allowance	\$600	\$0
9501 - VPS/Park	NO DEPARTMENT	SUPPLIES	Office Supplies	200.03	Misc. Supplies	\$900	\$0
9501 - VPS/Park	NO DEPARTMENT	SUPPLIES	Operating Supplies	210.01	Gasoline/Oil	\$1,500	\$0
9501 - VPS/Park	NO DEPARTMENT	SUPPLIES	Repair and Maintenance Supplies	220.01	Radio Parts & Supplies	\$1,000	\$0
9501 - VPS/Park	NO DEPARTMENT	SUPPLIES	Repair and Maintenance Supplies	220.04	Vehicle Parts & Supplies	\$2,000	\$0
9501 - VPS/Park Public Safety Fund Total							
SPECIAL EVENTS NON REVERTING FUND							
9502 - Special Events Non-Reverting	NO DEPARTMENT	SUPPLIES	Office Supplies	200.03	Misc. Supplies	\$1,000	\$0
9502 - Special Events Non-Reverting	NO DEPARTMENT	SERVICES AND CHARGES	Communication and Transportation	390.20	ICT Services	\$225	\$0
9502 - Special Events Non-Reverting	NO DEPARTMENT	SERVICES AND CHARGES	Printing and Advertising	330.12	Printing & Promotion	\$1,400	\$0
9502 - Special Events Non-Reverting	NO DEPARTMENT	SERVICES AND CHARGES	Insurance	340.01	Bond Premium	\$225	\$0
9502 - Special Events Non-Reverting	NO DEPARTMENT	SERVICES AND CHARGES	Insurance	340.17	Event Insurance	\$3,000	\$0
9502 - Special Events Non-Reverting	NO DEPARTMENT	SERVICES AND CHARGES	Rentals	370.02	Equipment Rental	\$1,000	\$0
9502 - Special Events Non-Reverting	NO DEPARTMENT	SERVICES AND CHARGES	Rentals	390.05	Sound & Light System	\$3,000	\$0
9502 - Special Events Non-Reverting	NO DEPARTMENT	SERVICES AND CHARGES	Rentals	390.06	Sanitation	\$4,700	\$0
9502 - Special Events Non-Reverting	NO DEPARTMENT	SERVICES AND CHARGES	Rentals	398.01	Sales Tax - CEC Rentals	\$1,500	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
9502 - Special Events Non-Reverting	NO DEPARTMENT	SERVICES AND CHARGES	Rentals	398.04	Memorial Day Program	\$500	\$0
9502 - Special Events Non-Reverting	NO DEPARTMENT	SERVICES AND CHARGES	Rentals	398.07	Fremonts Program	\$30,000	\$0
9502 - Special Events Non-Reverting	NO DEPARTMENT	SERVICES AND CHARGES	Rentals	398.08	Parades	\$2,000	\$0
9502 - Special Events Non-Reverting	NO DEPARTMENT	SERVICES AND CHARGES	Rentals	398.09	Entertainment	\$30,000	\$0
9502 - Special Events Non-Reverting	NO DEPARTMENT	SERVICES AND CHARGES	Rentals	398.10	Fall Programs	\$3,000	\$0
9502 - Special Events Non-Reverting	NO DEPARTMENT	SERVICES AND CHARGES	Other Services and Charges	390.01	State Event Permits	\$306	\$0
9502 - Special Events Non-Reverting Total							
CARDINAL CAMPUS ALLOCATION AREA FUND							
9521 - CARDINAL CAMPUS ALLOCATION AREA FUND	NO DEPARTMENT	DEBT SERVICE	Payments on Bonds and Other Debt Principal	33011	Principal on Private Placement Bond (1P)	TBD	\$0
9521 - CARDINAL CAMPUS ALLOCATION AREA FUND	NO DEPARTMENT	DEBT SERVICE	Payments on Bonds and Other Debt Interest	33012	Interest on Private Placement Bonds (1P)	TBD	\$0
9521 - CARDINAL CAMPUS ALLOCATION AREA FUND Total							
UNIT TOTAL						\$17,756,271	\$0

Budget Form No. 1
SPECIAL SANITARY DISTRICT OPERATING FUND
Administration and Operations Department
Year: 2021 County: Lake

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
8201 - SPECIAL SANITARY GENERAL	PROPERTY TAX CAP PURPOSES ONLY	PROPERTY TAX CAP SERVICES	PROPERTY TAX CAP Impact		Property Tax Cap Impact	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	PERSONAL SERVICES	Salaries and Wages	111.01	Commissioners Salary	\$18,800	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	PERSONAL SERVICES	Salaries and Wages	111.02	Atty Compensation	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	PERSONAL SERVICES	Salaries and Wages	111.03	Clerk/Treasurer Salary	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	PERSONAL SERVICES	Salaries and Wages	111.05	Recording Secretary	\$1,800	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	PERSONAL SERVICES	Salaries and Wages	111.09	Compensation of Engineer	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	PERSONAL SERVICES	Salaries and Wages	111.26	Sanitary Dir. Superintendent	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	PERSONAL SERVICES	Salaries and Wages	111.32	Public Works Director Salary	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	PERSONAL SERVICES	Employee Benefits	112.01	FICAMedicare	\$1,590	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	PERSONAL SERVICES	Employee Benefits	112.09	PERF	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	PERSONAL SERVICES	Employee Benefits	112.10	PERF Annuity	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SUPPLIES	Office Supplies	200.01	Stationery & Printing	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SUPPLIES	Office Supplies	200.03	Misc. Office Supplies	\$0	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SUPPLIES	Office Supplies	310.01	Sum Of Gasoline & Oil	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SERVICES AND CHARGES	Professional Services	310.01	Legal Fees	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SERVICES AND CHARGES	Professional Services	310.02	Engineering Fees	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SERVICES AND CHARGES	Professional Services	310.03	Consultant Fees	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SERVICES AND CHARGES	Professional Services	310.04	Tuition & Development	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SERVICES AND CHARGES	Communication and Transportation	320.01	Postage	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SERVICES AND CHARGES	Communication and Transportation	320.04	Travel Expense	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SERVICES AND CHARGES	Printing and Advertising	330.01	Legal Notices	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SERVICES AND CHARGES	Insurance	340.01	Bond Premiums	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SERVICES AND CHARGES	Insurance	340.02	Insurance	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SERVICES AND CHARGES	Utility Services	350.01	Electric	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SERVICES AND CHARGES	Utility Services	350.03	Gas	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SERVICES AND CHARGES	Utility Services	350.05	Water	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SERVICES AND CHARGES	Utility Services	350.07	Sewer	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SERVICES AND CHARGES	Other Services and Charges	390.01	Subscription & Dues	\$0	\$0

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Budget Form No. 1

SPECIAL SANITARY DISTRICT OPERATING FUND SANITATION and SOLID WASTE MNGMNT Department

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SERVICES AND CHARGES	Other Service and Charges	390.02	Refunds-Awards-Indemnities	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitary Operating Dept.	SERVICES AND CHARGES	Other Service and Charges	390.10	Information Technology Fund	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	PERSONAL SERVICES	Salaries and Wages	111.05	Clerical Wages	\$6,000	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	PERSONAL SERVICES	Salaries and Wages	111.31	Laborers Wages	\$185,000	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	PERSONAL SERVICES	Salaries and Wages	111.32	Public Works Director Salary	\$23,300	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	PERSONAL SERVICES	Salaries and Wages	111.35	PW Administrative Assistant	\$12,000	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	PERSONAL SERVICES	Salaries and Wages	111.34	Secretary Wages	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	PERSONAL SERVICES	Salaries and Wages	111.35	Street Supervisor Salary	\$10,820	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	PERSONAL SERVICES	Salaries and Wages	111.36	Plant Supervisor Salary	\$15,940	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	PERSONAL SERVICES	Salaries and Wages	111.37	Billing & Collection Clerks Wages	\$52,798	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	PERSONAL SERVICES	Salaries and Wages	111.38	Summer/Seasonal Wages	\$10,360	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	PERSONAL SERVICES	Salaries and Wages	111.49	Operations Director Salary	\$10,850	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	PERSONAL SERVICES	Employee Benefits	112.01	FICA/Medicare	\$26,920	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	PERSONAL SERVICES	Employee Benefits	112.09	PERF	\$36,500	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	PERSONAL SERVICES	Employee Benefits	112.10	PERF Annuity	\$10,250	\$0

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Budget Form No. 1

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SERVICES AND CHARGES	Other Personal Services	112.04	Physicals	\$150	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SERVICES AND CHARGES	Other Personal Services	113.06	Uniforms	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SUPPLIES	Office Supplies	200.03	Misc Supplies	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SUPPLIES	Operating Supplies	210.01	Gasoline & Oil	\$8,000	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SUPPLIES	Operating Supplies	210.02	Tires & Tubes	\$700	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SUPPLIES	Operating Supplies	210.03	Gauges & Motor Supplies	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SUPPLIES	Operating Supplies	210.04	Institutional Supplies	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SUPPLIES	Repair and Maintenance Supplies	220.02	Building Materials & Supplies	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SUPPLIES	Repair and Maintenance Supplies	220.04	Vehicle Maintenance	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SUPPLIES	Other Supplies	230.03	Misc. Supplies-Pesticides	\$5,000	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SUPPLIES	Other Supplies	230.07	Other Equipment	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SERVICES AND CHARGES	Professional Services	360.04	Outsourced Services	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SERVICES AND CHARGES	Professional Services	360.07	Tree Removal Services	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SERVICES AND CHARGES	Printing and Advertising	350.01	Legal Notices	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SERVICES AND CHARGES	Printing and Advertising	330.02	Misc. Printing	\$0	\$0

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Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SERVICES AND CHARGES	Insurance	340.23	Group Health/Medical	\$250,000	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SERVICES AND CHARGES	Insurance	340.43	AD & D Life Insurance	\$1,470	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SERVICES AND CHARGES	Insurance	340.44	UST Insurance	\$100	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SERVICES AND CHARGES	Repairs and Maintenance	360.01	Equipment Repairs	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SERVICES AND CHARGES	Repairs and Maintenance	360.03	Building Repairs	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SERVICES AND CHARGES	Other Services and Charges	360.09	Other Service Agreements	\$0	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SERVICES AND CHARGES	Other Services and Charges	380.01	Solid Waste Services	\$1,725,000	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SERVICES AND CHARGES	Other Services and Charges	380.02	Rail off Service	\$1,000	\$0
8201 - SPECIAL SANITARY GENERAL	Sanitation Dept (Trash)	SERVICES AND CHARGES	Other Services and Charges	380.03	Electronics	\$0	\$0
8201 - SPECIAL SANITARY GENERAL (Total)						\$2,482,270	\$0
SANITARY DISTRICT BOND and INTEREST FUND							
8206 - SPECIAL DEBT SERVICE	NO DEPARTMENT	SERVICES AND CHARGES	Other Service and Charges	380.13	Paying Agent Fees	\$2,075	\$0
8206 - SPECIAL DEBT SERVICE	NO DEPARTMENT	DEBT SERVICE	Payments on Tax Refunding Bonds - Principal	38099	Mileham class on aw	\$0	\$0
8206 - SPECIAL DEBT SERVICE	NO DEPARTMENT	DEBT SERVICE	Payments on Bonds and Other Debt Principal	38011	Principal	\$1,827,000	\$0

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
8206 - SPECIAL DEBT SERVICE	NO DEPARTMENT	DEBT SERVICE	Payments on Bonds and Other Debt Interest	38012	Interest	\$500,850	\$0
8206 - SPECIAL SANITARY DEBT SERVICE (Total)						\$4,598,153	\$0
UNIT TOTAL						\$4,598,153	\$0

Budget Form 1 - Budget Estimate

Year: 2021 County: Lake Unit: Highland Water District

Fund	Department	Category	Sub-Category	Line Item Code	Line Item	Published	Adopted
8383 - WATER DISTRICT DEBT SERVICE	NO DEPARTMENT	SERVICES AND CHARGES	Professional Services		Paying Agent Fees	\$0	\$0
SERVICES AND CHARGES Total						\$0	\$0
8383 - WATER DISTRICT DEBT SERVICE	NO DEPARTMENT	DEBT SERVICE	Payments on Tax Anticipation Warrants Principal	390.12	Water works Debt Interest	\$11,492	\$0
8383 - WATER DISTRICT DEBT SERVICE	NO DEPARTMENT	DEBT SERVICE	Payments on Bonds and Other Debt Principal	390.11	Water Works Bonds of 2015	\$130,000	\$0
DEBT SERVICE Total						\$141,492	\$0
NO DEPARTMENT Total						\$141,492	\$0
TOTAL 8383 - WATER DISTRICT DEBT SERVICE FUND						\$141,492	\$0